Point of View By Karen McCarthy Brown

SEE NOW, more clearly than I did during 12 years of labor on it, that my book Mama Lola: A Vodou Priestess in Brooklyn is the product of unconventional methods of anthropological research and writing. Published by the University of California Press last year, the book weaves stories of Mama Lola's ancestors together with ethnographic narratives that are woven, in turn, from my own scholarly and personal voices and from several of Mama Lola's voices. including those of six Vodou spirits who routinely possess her.

I did not set out to do experimental fieldwork, nor, when I was writing, did I see myself as jumping into the middle of a postmodernist debate on ethnography. Yet now that the book is done and I can afford the luxury of sticking my head up and surveying the wider terrain. I see that I did flout some of the conventions of anthropological fieldwork. I also have become involved, willy-nilly, in the current spirited debate about what we anthropologists-mostly white Euro-Americans-are doing when we write about those whom scholars sometimes call "the Other."

Contemporary critics argue that the greater social power of the researcher overwhelms the subject and that ethnographic texts are, by default, little more than fictions, revealing more about the culture and the preoccupations of the writer than about those of the people being studied. Mama Lola enters this debate in two ways; First, by deliberate attention to the power issues between Mama Lola and me, and second, by an implicit claim that more extended, intimate, and committed contact between researcher and subject can undercut the colonial mindset of much anthropological writing.

I met Alourdes (the name that I usually use to address Moma Lola) in the summer of 1978. She was then in her mid-40's and had immigrated from Haiti in 1963. I was 10 years younger and the great-granddaughter of European immigrants. On the surface, we were very different. By the time I reached my mid-20's, I had my first college teaching job; at the same age, Alourdes was living in the squalor of Port-au-Prince, raising two children on her own, and, when there was no other way to feed them, resorting to prostitution. Yet, ironically, when we met, we shared a sense of upward mobility. A member of the first college-educated generation in my family, I had recently received my Ph.D. and had taken a position on the faculty of Drew University. Alourdes by that time owned her home and was firmly ensconced as the head of a lively, three-generational household.

She also was working full-time as a Vodou priestess. a vocation requiring the combined skills of priest, social worker, herbalist, and psychotherapist. Three gencrations of heafers in her family had preceded her, but she was the first family member to muster the financial resources needed to pay for the elaborate initiation rituals that make the role official.

When we were introduced, I was living in a loft in SoHo, an artists' district in lower Manhattan. Alourdes's home, where she also held regular Vodou ceremonies and consulted daily with individual clients, was a small row house in the Fort Greene section of Brooklyn. The social distance between us was great. but the geographic distance small. Her house and the Vodou world she inhabited were a mere 20 minutes by car from my front door.

Something clicked between Alourdes and me, although I cannot say that we liked or trusted one another right away. Perhaps it was just that each of us sensed in the other someone who could extend and challenge our world. She seemed a formidable person, strong and moody. One moment she was electric, filled with charm; the next, dour and withdrawn. I, no doubt, appeared overly polite and overly white.

For a while, we engaged in a formal little dance, 1 stopped by her house to visit frequently and brought her small gifts; she usually offered me coffee and took the time to sit and talk with me. Sometimes she invited me to ceremonies. I was utterly fascinated by her charismatic priestcraft and by the intimate and familial style

Writing **About** 'the Other'

New approaches to fieldwork can end the colonial mindset of anthropological research

of ritualizing that was so different from what I had seen during the years I worked on Vodou in large, urban temples in Haiti. Despite my fascination, I mostly hovered on the edge of the crowd at Alourdes's "birthday parties" for the spirits. Sometimes when she went into a trance, the Vodou spirit "riding" her would seek me out to give advice or blessing. Later I found out that one or two regulars at these events objected to my white presence and suggested that I was a spy from the immigration office. Alourdes reportedly answered that no one could tell her how to choose her friends.

After a few months, I offered to help Alourdes with ritual preparations. I ran errands, helped to cook the ritual meal, and lent a hand constructing the altar that is the focal point of each Vodou ceremony. Our friendship grew through intimacies shared in the midst of routine work as well as through stronger bonds forged in the midst of life crises. Her son got in trouble with the law, and she turned to me for help; I went through a divorce and felt grateful for her support, which often took the form of offers of ritual healing. Soon a friendship developed that blurred and confused our previous roles of academic researcher and representative Vodou priestess. These days she calls me her "daughter." and, when I am not able to spend holidays with my biological family. I am more likely to celebrate them at her house than anywhere else.

As our friendship grew, participating in her religion felt like a natural step. I did not tumble into it in reaction to a life crisis; I chose to participate in Vodou for a mix of professional and personal reasons that I will never untangle. The single clear feeling was a powerful need to understand what Vodou was about, what it had to offer those who turned to it in times of trouble. My own attitude was very much like Alourdes's when she offered to let me kouche (literally, lie down or sleep)--in other words, to participate in healing ceremonies that also function as rites of initiation into Vodou. "Try it," she said. "See if it work for you."

And it did work. Vodou gave me a rich, unblinkingly honest view of life that has been one of several resources that I have drawn on in the last decade or so to sort out life's problems. Participating in rituals and deciding to offer myself as a candidate for healing have given me valuable insights into how Vodou works, insights that strengthened my book considerably.

ET MY ACADEMIC COLLEAGUES have raised questions. Have I lost my objectivity? Has my friendship with Alourdes biased my account of her family history, her daily life, and her spirituality? Has my participation in Vodou colored the way in which I present the religion? The answer to all these questions is a qualified Yes, although that doesn't disturb me as much as some of my colleagues wish that it did.

The analogy commonly drawn, between anthropology and the natural sciences has ceased to be helpful to

me. While I still care about factuality and freedom from bias, those standards are no longer the most demanding ones for my work. Over the years I have come to understand anthropological fieldwork as something closer to a social art form than a social science, h involves a particular type of human relationship, yet one that is subject to all the complexities and ambiguities of any other kind of human interaction. This conception of fieldwork does not mean that no standards are applicable; they simply are different from the tradtional ones. Truth telling and justice, for example, seem to be more fitting criteria than the canons of scientific research.

In relation to Mama Lola, truth telling not only required enough care and persistence to get the facts straight, but also enough self-awareness and self-disclosure to allow readers to see my point of view (another term for bias) and make their own judgments about it. Because I believe that a writer's perspective is more than a collection of facts that can be listed in an introduction and then forgotten, I chose to present myselfas a character in the story, interacting with Alourdes. The challenge was to do this enough to reveal the way in which I relate to her without turning the book into a story about me.

STANDARD OF TRUITH III NESS also demanded that I tell as complete a story as possible, including all the complexities, without boilg or confusing readers. In other words, telling the truth required me to perform an intellectual-sesthetic balancing act in which the order and clarity of abstraction were placed in tension with the dense in gle of lived experience.

Justice, which like truth telling can never be fully achieved, was an even more challenging criterions scholarship in this case. I telt compelled to do justicet Alourdes and to her world in my writing. Both more and aesthetic judgments came into play, for example in choosing the telling detail or the revelatory inciden designed to capture definitive aspects of her life.

Justice as a goal in my relationship with Aloudesha meant, among other things, that I could not exploite misrepresent my intentions, or turn away from her once I had what I needed. Financial obligations, like those of time and energy, could not be limited to what was necessary to grease the flow of information for the book. A true friendship is not over just because a will ing project is done. So she will share the profits from the book with me, and, when she cannot meet a monguge payment or raise the money for a trip to Heili, I expect to continue to contribute.

It has not always been easy for me to negotiate the responsibilities that I have accepted as a result of Alourdes's gift of friendship, but I would not have any other way. Despite her limited reading and writing skills. Alourdes helped to keep me truthful and just while writing Mama Lola. When I was tempted to soft pedal information that I feared might embarrass bet (for example, her prostitution), she pushed me: "You got to put that in the book. Because that's the mil. Right? Woman got to do all kinds thing. Right? I do that to feed my children. I'm not ashame." The nature of thropological fieldwork changes in situations of caltural mixing where the subject has her own vision of project and her own views on the standards to which?

should be held accountable. I could not have written Mama Lola if Alourdes ha not challenged me, trusted me, and become my frien Through our friendship, we have served scholarship end of deepened understanding, in this case by showing Vodou at work in the intimate details of one person life. We both hope that our risk taking will help to counter the distorted image of this ancient reli

Karen McCarthy Brown is professor of the sociol and anthropology of religion in the Graduate Theological Schools of Drew University.

THE CHRONICLE

of Higher Education.

April 22, 1992 • \$2.75 Volume XXXVIII, Number 33

Quote, Unquote

News Summary: Page A3

"It's hard to see why people should want to go into this business." The head of the AAUP panel in charge of a faculty-salary survey: A1

"The burning oil fields of Kuwait, rather than ballistic-missile silos of the superpowers, may represent the new paradigm for conflict in the 21st century." Rep. George E. Brown, Jr., on reorienting scientific inquiry: B1

"The agenda of the NEH is colored by the philosophical pressures that are exerted on it by the Buchanan right." A House Democrat: A1

"In the long run, it's hard to organize people around misery and anger."

A member of a group formed to defend the academic left wing: A15

"It just seems that this process is in microcosm what's wrong with the American government. The money interests can still dominate." A consultant on student-aid issues,

on the reauthorization of the

higher-education act: A29 "Many whites vent anger at affirmative action as an abstract notion, while relatively few seem able to cite solid evidence that it has affected them personally." The President of People For the

"For a lot of them, the goal is just to stay eligible to play basketball. Wrong goal. Entirely wrong goal."

American Way, on the need to

eradicate racial division: B3

The men's basketball coach at Howard U., on preparing athletes to meet academic standards: A39

PAGES A1-48

SECTION 1

9-40
A36
A43
A19
9-35
3-27
1-42
5-22
6-14
37-36
1-48
18-4
B1-
_

'THE BOOM DAYS ARE GONE'

Faculty Salaries Rise 3.5%; Smallest Increase in 20 Years

By DENISE K. MAGNER

WASHINGTON Average faculty salaries rose only 3.5 per cent this academic year, the smallest ncrease in more than 20 years.

When adjusted for inflation, salaries increased just 0.4 per cent, according to a survey conducted annually for the American Association of University Professors.

"The boom days of the mid-1980's are gone, and indeed, for the last two years, salaries have fallen a bit in real terms." said Daniel S. Hamermesh, a professor of economics at Michigan State University and chairman of the AAUP committee in charge of the survey.

The faculty survey compared 1991-92

Faculty Salaries, 1991-92

\$58,220 3.4% Assoc. professor 43,260 3.5 36,060 3.8 Asst. professor 27,170 3.9 Instructor 30,470 — Lecturer 45,360 3.5

pay raises to an inflation rate of 3.1 per cent for the period from December 1990 to December 1991.

In academic 1990-91, by contrast, average salaries increased 5.4 per cent, but for the first time in a decade failed to keep pace with inflation.

The average salary for faculty members at all types of institutions was \$45,360, survey results show. Salaries varied by rank and type of institution. For example, the average salary for a full professor was \$88,200 at Princeton University; \$50,000 at Eartham College; and \$43,000 at Central Oregon Community College.

Given that the financial outlook for high-Continued on Page A18

Chairman of Humanities Fund Has Politicized Grants Process, Critics Charge



By STEPHEN BURD

Many humanities scholars and some former officials of the National Endowment for the Humanities contend that NEH Chairman Lynne V. Cheney has politicized the agency's grant system. Applications from controversial scholars and from those who use non-traditional approaches are routinely rejected, the critics charge, even when the proposals get top ratings from the agency's own peer reviewers.

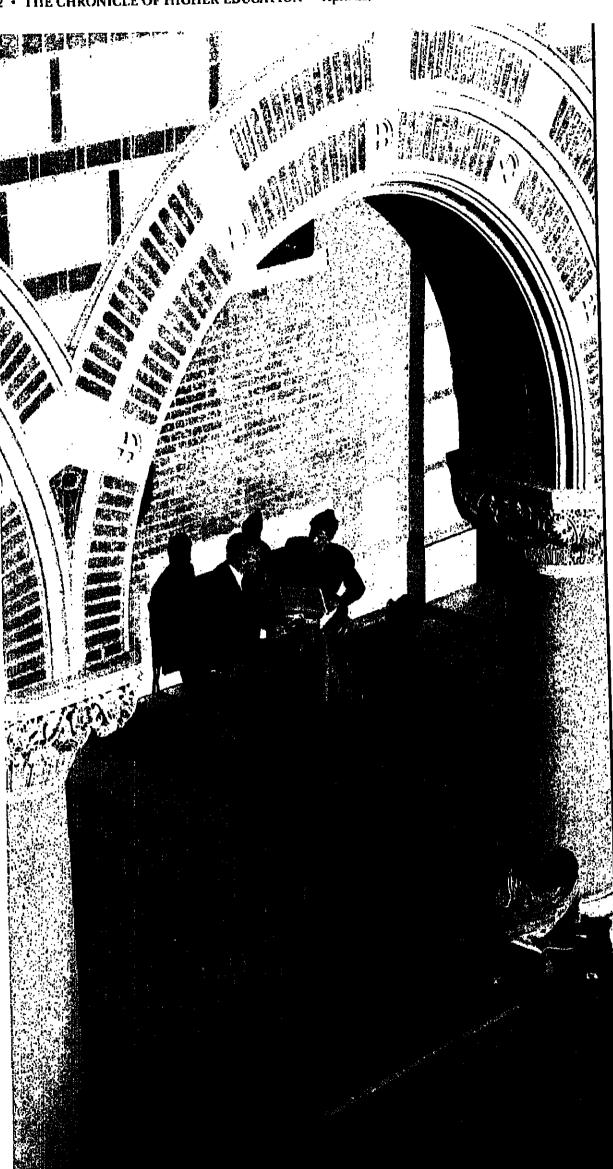
Confidential Evaluations

Several scholars who have had grants rejected by the NBH since Mrs. Cheney took over the endowment in 1986 have provided The Chronicle with confidential peer-review evaluations of their projects. The evaluations, which they obtained from the endowment, indicate a pattern in which a single reviewer makes critical remarksgenerally based on the applicant's differences with the traditional approach to scholarship advocated by Mrs. Cheneyand that opposition is used to reject the

Some former officials of the endowment, who were involved in the applica-Continued on Page A32

The Rev. Joseph A. Appleyard of Boston Coilege (above) believes his proposal was rejected because the NEH and its chairman. Lynne V. Cheney (right), objected to the scholars he wanted to bring to his campus.





Tough choices are being made with the kind of expertise only a specialist can give.

One on one.

he months ahead call for important decisions. Due in large part to the TIAA-CREF Settlement and recent proliferation of State ORPs, employees in higher education are becoming increasingly aware of the services and options open to them.

VALIC can help: We've specialized in providing retirement planning expertise for more than 35 years. And as more administrators make more choices, VALIC clearly emerges as the Alternative of Choice.

Consider this: Over the past five years, the number of employer groups managed by VALIC has more than tripled and the number of participant accounts has more than quadrupled. Twelve of the last thirteen states to offer state sponsored ORPs selected VALIC. And finally, consider that over 34% of the nation's colleges and universities have selected VALIC for their retirement plan needs.

Basic Plan Expertise.

VALIC pension experts can work with you on new plan design, existing plan revision and plan administration support. This helps ensure high quality service over the long term.

More options with VALIC.

Our Independence Plus contract offers nine mutual funds and two fixed account options. Our personalized planning approach, using laptop computers, projects employees' fixed retirement benefits and helps custom design retirement plans.

VALIC's nationwide network of offices ensure portability so that a change of employment needn't mean a lack of continuity in an employee's program. And we provide accessibility through tax-free loans.

One choice is easy.

It's obvious why VALIC is chosen by so many educators. Call 1-800-22-VALIC and we'll send you three informative brochures on the key issues facing administrators in higher education.

The Alternative of Choice

★ An American General Company

For more complete information about VALIC or Independence Plus, including charges and expenses, please call for a fire prospectus. Please read it carefully before sanding any money. Independence Plus is distributed by The Variable Annuity Marketing Company (VAMCO), ©1991. The Variable Annuity Life Insurance Company, Houston, Texas, VALIC is a registered service mark of The Variable Annuity Life Insurance Company.

This Week in The Chronicle

Scholarship

DEBATING 'DISCOURSE THEORY'

Criticism of the use of poststructuralist analysis in history suggests that its influence outside literary studies may be declining: A6

STANFORD ACCELERATORS THREATENED

A federal panel has recommended closing the facilities in 1995 if the Department of Energy physics budget does not keep pace with inflation: A7

LAND-GRANT UNIVERSITIES: NEW RESEARCH AGENDA? Faced with the changing demographics of rural America, the institutions are urged to move beyond their agricultural past: A8

BLACK HOLE 3 MILLION TIMES THE SUN'S MASS Images relayed from the Hubble Space Telescope indicate a black hole in a nearby galaxy: A10

THE PROPER ROLE OF SCIENCE AND TECHNOLOGY Our current concept of scientific progress is parochial and dangerous; it must be revised. Opinion: B!

Rare bee may force relocation of lab: A4 Aye-aye born at Duke University: A4 Harvard U. Press has a hit on its hands: A6 Stanford U. Press won't get the ax after all: A6 Cheaper method of cleaning oil splits is developed: A8 Labor Day's evolution said to reflect labor's history: A8 Astronomers finish largest ground-based telescope: AS Guggenheim Foundation awards 149 fellowships: A10 54 new scholarly books: A12

Personal & Professional

AVERAGE FACULTY SALARIES RISE 3.5%

According to a survey conducted annually for the AAUP, the increase is the smallest in 20 years: A1

ACADEMIC LEFT WING TRIES TO ORGANIZE Two groups formed to defend multiculturalism, feminism, and other new scholarly approaches take aim

against conservatives and the NEH: A15 A 'GOLD MINE' OF TECHNOLOGY

An American professor of nuclear engineering is one of the first Western scientists to see inside the Soviet Union's weapons labs: A5

RANGE AND ACCESS VS. SPECIALIZATION

Faculty members and administrators are wary of efforts by their states to cut the number of courses offered, especially at regional four-year institutions: A30

DEALING WITH RACIAL DIVISIONS

Colleges must develop programs to confront racial misunderstandings, dispel myths, and invite a healthy dialogue about campus policies. Opinion: B3

Chicago flood forces cancellations of classes: A4 Arizona university withdraws from accreditation: A4 College settles dispute over ancient Egyptian ornament: A5 Some comparative-literature students get a warning: A15 Publishers win skirmish in copyright-infringement suit: A15 instructor says he was fired for military activities: A16 Jury rules law school did not discriminate: A16 Faculty unions angered by Bush order on dues: A16 Fact File: Average faculty salaries at 1,800 institutions: A19

intermation Technology

VIRTUAL REALITY IN THE CLASSROOM

Researchers are experimenting with computer-generated 'universes" that could alter dramatically the way students learn: A23

FINDING GRADUATE STUDENTS BY COMPUTER A service links graduate schools with undergraduates

and others interested in advanced study: A25

Accounts of Soviet coup attempt available on Internet: A23 Copyright network offered to bookstores, copy shops: A23 Academics can get acquainted on electronic network: A23 five new computer programs; three new optical disks: A27



Kalyan K. Ghosh is fighting efforts to cut programs at his university. "There is a myth that the state colleges are inefficient because they are offering similar programs": A30

Government & Politics

NEH'S CHENEY IS CRITICIZED

Scholars and former endowment officials say its chairman has rejected grants for political purposes and subverted the peer-review process: A1

DISAPPOINTMENT OVER REAUTHORIZATION

Many college officials say Congress abandoned bold ideas for changing federal student-aid programs: A29

ALEXANDER'S PERSPECTIVE ON ACCREDITING

The Education Secretary says he will make it easier for new college accrediting groups to gain federal recognition: A29

STATES LOOK TO SPECIALIZATION

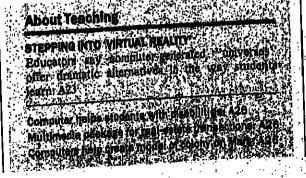
Regional public colleges are skeptical of demands that they eliminate duplicative programs and offer a specialized curriculum: A30 '

UNUSUAL WAY TO RAISE TUITION

A new tuition package at City University of New York would force freshmen to pay more than other students, but give them a free final semester: A30

PRESIDENT PROPOSES NEW LOAN PROGRAM The plan would enable Americans to borrow as much as \$25,000 for higher education or job training: A35

PRESSURE FOR CHANGE AT LAND-GRANT UNIVERSITIES Scientists and administrators say the institutions need decline in state and federal financing: A8



DEBATING THE PRESIDENT'S WAR POWERS

Scholars must push the Presidential candidates to focus on the most important issue in the campaign: how the country decides to wage war. Point of View: A48

Bush reiterates pledge to be 'education President': A29 U. of Nevada hopes to attract Navajo students: A29

Business & Philanthropy

LAST-DITCH EFFORT AT U. OF BRIDGEPORT

Trustees of the beleaguered university agreed to become affiliated with a group sponsored by the Rev. Sun Myung Moon's Unification Church: A36

Foundation grants; gifts and bequests: A36

Students

CONTROVERSY OVER USE OF STUDENT-ACTIVITY FEES Reports of spending abuses by student political leaders have prompted reviews of the policies of studentgovernment associations: A37

BRIDGING THE RACIAL GULF

Colleges must invite a healthy dialogue about campus policies and teach students how to overcome racial misunderstanding. Opinion: B3

Boston U. to open private high school on its campus: A4 Two are killed at student picnic in Los Angeles: A4 Postera detailing sexual assault bring backlash: A5 Law students apologize for parody of stain professor: A5 Olivet College allows students to finish work at home: A37 A college's students want more essay questions: A37 Dartmouth's playwrights get a unique opportunity: A37

Athletics

REPORT SKEWED BY PROGRAMMING ERROR Researchers say a mistake marred their study of the academic performance of Division I athletes, leading them to criticize NCAA reform efforts unfairly: A39

DEBATE OVER TOUGHER ACADEMIC STANDARDS The chairman of the NCAA panel that recommended a set of tougher academic standards wins unexpected support at Black Athletes in America forum: A39

Report says U. of South Florida didn't break NCAA rules: A39 Two Division I football programs could be cut: A39 U. of Wyoming trustees vote to drop four teams: A40 U. of Notre Dame will discontinue wrestling program: A40 Washington State football player sues the NCAA: A40 Catholic U. rejects appeal by fired basketball coach: A40

campuses: A41

REFUGEES RETURN TO CAMBODIAN UNIVERSITIES Students who grew up during the country's bitter civil war have added a volatile element to life on the

NEW FRENCH EDUCATION CHIEF PONDERS REFORM The minister's popularity may help him reorganize the country's overcrowded system of higher education: A42

Tories seen moving ahead with teacher-training plan: A41

'CELEBRATING THE STITCH'

An exhibition of 141 works by 82 artists examines contemporary embroidery in North American: B48

Name Dropping: A43 Appointments and resignations in academe: A43 Deaths: A44

Calendar of coming events and deadlines: A45

MARGINALIA

From The Chronicle of Higher Ed-

"Camille Paglia seizes the podium at Harvard University's Sanders Theater and ignites. . . .

It's the heavy lifting that does

Memo to department heads at the University of Notre Dame:

"Enclosed are revised FIN sheets and corresponding revised PIN listings. Please replace these with any earlier PIN sheets that were sent." And recycle the new ones?

From the Harvard Gazette:

"Environmental activities are moving forward on several fronts in response to President Neil L. Rudenstine's announcement last week of a University-wide initiative in this

"The [Environmental Studies Committee] is exploring how graduates and undergraduates can take advantage of courses and expertise at M.I.T. and Tufts University.

' 'However rich Harvard is in this endeavor, we can provide a richer curriculum by collaborating with these other neighborhood schools," [Vice-Chairman William] Clark

Busing is available?

Note in The North Wind, the newspaper at Northern Michigan Univer-

"The North Wind was recently granted \$1,000 by the NMU Chapter of the American Association of University Professors. . . . Larry Alexander, business manager of the paper, said, 'This donation is greatly appreciated and will be used for growing office expenses.' "

"How about tulips instead?" a reader wants to know.

Blurb for Edmund Wilson: A Critic for Our Time, in an announcement from Ohio University Press:

"[A] well-written and closely researched literary wok, [Edmund Wilsonl is a welcome addition to the libraries of those who love superior literary criticism and commentary."

Memorandum from the Faculty Development Committee at the University of Montana:

"All faculty, deans, and departmental chairpersons of the University of Montana are invited to nominate candidates for the . . . Distinguished Teaching Award. . . .

'Faculty members may be selected as Distinguished Teaching Award sinners only once in their careers." And a good thing, too!

—c o.

In Brief

Arizona university

to drop accreditation

FLAGSTAFF, ARIZ.—One of Arizona's largest public universities has withdrawn its teacher-education program from the national accreditation process, and two other state universities are expected to follow suit.

Officials at Northern Arizona University, which already has withdrawn, said that the standards of the National Council for Accreditation of Teacher Education were "out of date" and that the accreditation process was "too costly." Arizona State University is now drafting a letter to explain its plan to withdraw. A University of Arizona official said there was "a strong possibility we won't stay in NCATE."

The moves follow the withdrawal from the council of four of lowa's largest universities last month. Five hundred colleges submit their teacher-training programs to the council for review. "The fact that some institutions are not willing to be measured is disturbing," said Arthur E. Wise, the council's president.

Aye-aye is born at Duke University

Duke scientists say the birth rep- ketball.



Chicago flood forces campuses to close

looding of downtown Chicago | nel that runs beneath most of the | some of the tunnels. The law last week caused several universities to cancel classes and evacuate buildings after electricity to their campuses was cut off by city officials.

downtown buildings. After the flood, construction workers | day of the flood. DePaul Universidrilled holes through tunnels under a street that runs by the Illinois Institute of Technology's The flood was caused by a leak Kent College of Law (above) to buildings were flooded.

CHICAGO — The underground | from the Chicago River into a tun- | try to relieve water pressure in school canceled classes on the ty canceled classes for a week after sub-basements in two of the university's downtown classroom

Rare bee may prompt

relocation of lab

RIVERSIDE, CAL.-A rare spe cles of bee discovered on the planned site of a federal research laboratory at the University of California here could force the lab to be moved to another location. The move could add \$1-million to ne project's cost.

University scientists plan to search for other Riverside County abitats of the bee, known as Holcopasites ruthae. The bee was discovered by a retired professor of biology at the university. It is not listed by federal or state agencies as an endangered or threatened species, but the bee and its

Violence at party

eads to 2 deaths

LOS ANGELES-An annual picnic at a suburban city park sponsored by an organization of black fraternity and sorority members erupted in gunfire earlier this month, leaving two people dead the wounded was a student at the University of California here.

DURHAM, N.C.—Duke Univer- | resents an important step in sav- people touched off the incident sity officials last week announced ing the endangered aye-aye and in when they became involved in an (The Chronicle, April 15). It was the first birth in the Western hemi- learning how to build a captive altercation and started shooting. sphere of a rare primate known as population that could be used to Some of the fraternity members the aye-aye (above). The tiny in- re-populate its native Madagas- returned the fire, police said. fant was discovered among four | car. The infant was named Blue

The picnic was held by the aye-aye adults that had been Devil to commemorate the uni- ucla chapter of the National Panbrought in January to Duke's priversity's second consecutive national Council, an organization of the National Panthelic Council, and organization of the National Panthelic Council Pant mate center from Madagascar. It's not as if science is done. It's not as if science is done. It's not as if the science is done. ities.

The Chronicle of Higher Education (1838 0009-3982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W.; Washington, D.C. 20037. Subscription rate: \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, last Printed in the United States of America; years address changes to The Chronicle of Higher Education, P.O. Box 1955, Marion, Ohio 43305. Member, Audit Bureau of Circulations. The Chronicle reserves the right not to accept an advertisor's order. Only publication of an advertisoment shall constitute final acceptance of the advertisor's order.

habitat should be protected because it is so rare, university ento mologists said.

If the bee cannot be relocated the \$19-million U.S. Salinity Laboratory may be moved to one of three other sites also on the university's campus.

Boston U. to open private high school

BOSTON-Boston University plans to establish a private high school on its campus that its presi dent, John Silber, says will "sel forth a model" for other schools.

Boston University Academy is to open next year and will emphasize a traditional, liberal-arts curriculum, including a requirement of two years of either Latin or

Sixty students are expected to enroll the first year. The academy will charge students \$12,500 s year and will operate at an accelerated pace. Seniors will take only college courses, and graduates will be offered sophomore standing at the university.

Correction

■ A statement was incorrectly attributed in "Quote, Unquote Michael M. Crow, associate viceprovost for science at Columbia University, who said of Congres, sional earmarks: "It's not as if people aren't being employed. that's being done is garbage." Law students apologize for parody of professor

CAMBRIDGE, MASS.—The pub lishers and authors of a spoof of The Harvard Law Review have apologized for parodying the feminist writings of a scholar who was stabbed to death a year ago.

The parody mocks the legal arnuments of the late Mary Joe Frug, who was a professor at the New England School of Law. It is called "He-Manifesto of Post-Mortem Legal Feminism," and is igned "Mary Doc, Rigor-Mortis

appeared in The Harvard Law Revue, an annual spoof published by students who work on the law journal. Robert Clark, dean of the law school, called the piece "hurtful and insensitive." A group of law professors called it 'contemptible and cruel."

Two law students distributed a letter saying they wrote the parody and apologizing for it.

The Review will appoint a task force on women's issues and will not publish a spoof issue next year, said Emily Schulman, president of the publication. She said the publication would give the money it typically spends on pro-Professor of Law." The article | duction of the spoof to a charity.

College settles dispute over ancient ornament

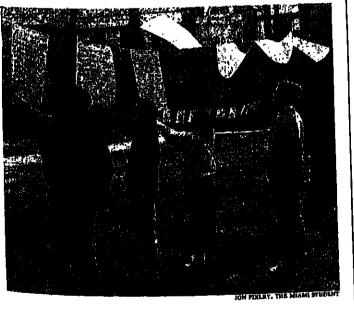
lege and the Museum of Fine Arts in Boston have settled a dispute over who owns an ancient Egyp-

tian tomb ornament. The museum will keep the artifact (above), known as a pectoral, and will pay an undisclosed fee to the college. The pectoral is bclieved to have decorated a royal item was stolen from Lafayette, theft.

EASTON, PA.-Lafayette Col- | where it had been in storage, in the late 1970's.

The theft was not discovered for 10 years. In 1981 the museum bought the piece from Sotheby's auction house.

When Lafayette officials learned of the sale, they sued the museum for the return of the object. Lafayette has sued a former sarcophagus 3,600 years ago. The | employee in connection with the



Posters detailing sexual assault bring backlash

raise awareness of sexual harass- ficial at the university said. ment instead may have caused an

A female student was threaten's personal accounts of sexual | made public.

OXFORD, OHIO—A display of harassment. The man, who has more than 250 posters at Miami not been apprehended, is believed University that was intended to to be a student, a public-safety of-

The posters also sparked controversy because one of the women accused an unnamed professor ened with rape and death by a in the economics department of man who said he was angered by harassment. Faculty members the display on the campus of postens (above) that contained wom- tiated and should not have been

PORTRAIT

Into the 'Gold Mine' of Russia's Weapons Labs

COLUMBIA, MO. The Russians rolled out the red carnet for Mark A. Prelas where most people have not been allowed even to walk for 50 years. They gave the professor of nuclear engineering at the University of Missouri here unprecedented tours of top-secret weapons laboratories. They fed him Russian delicacies.

The professor, in return, offered advice. He also invited American scientists and entrepreneurs to return with him to Russia next month for a conference he has planned to help Russian scientists make contact with researchers and businesses in the West.

"There is a gold mine of technology behind those doors that have been closed for so long," Mr. Prelas says. "Now they are opening."

Establishing Contacts

Mr. Prelas, one of his former graduate students who is now the president of a private research firm, and a German scientist were the first Western researchers invited to see the workings of the Soviet atomic-energy program. The purpose of the trip was to establish contacts between scientists in the East and the West and to advise the Russians on how to transform their research and development efforts to focus on commercial rather than military technology.

Other American scientists have been working with Russian researchers, and some U.S. companies are paying scientists there to conduct research. But Mr. Prelas believes he was invited to visit the veapons labs because he is one of 10 or 15 American scientists who specialize in ion-driven lasers-a field that greatly interested the So-

viet military. For 11 days Mr. Prelas's group was whisked by limousine and chartered jet over 6,000 miles of the Russian Republic. Accompanied by an entourage of Russian officials and scientists, the visitors were given receptions, honors, and banquets-featuring vodka, caviar, and other items that are nearly impossible for the average Russian to

Carrying passports with special security clearances, they were given tours of weapons laboratories in the town of Obninsk and in two cities, known only by their postal designations---Chelyabinsk-70 and Arzamas-16. Those are two of the 10 or so self-sustaining, closed cities created by the Soviet government in the 1940's to house laboratories for the development of nuclear weapons. Surrounded by barbed nd guarded gates, the cities without special passes.

At one of the laboratories, Mr. Prelas says, the group was ad- says. gram. The scientist talked to them signing surgical instruments, Mr. for 90 minutes about the program's Prelas says. history and achievements.



Mark A. Prelas: "We were overwhelmed by the level of sophisticati and capabilities the Russians had reached in certain fields."

talked so candidly and in such detail about the Soviet atomic program to outsiders."

The tours of the weapons laboratories were unprecedented, as well,

"We knew we were making history, but that wasn't what was on our minds," Mr. Prelas says. "We were overwhelmed by the level of sophistication and capabilities the Russians had reached in certain

Advanced Materials Science

He thinks, for example, that in the field of materials science, the Russians probably created some of the most advanced technology in world. Scientists there could weld practically any kind of ceram-

'No high-ranking scientist has ever talked so candidly

and in such detail about the Soviet atomic program to outsiders."

area in which the Russians are far advances the Russian scientists had ahead of Western scientists, he

dressed by Yuly Khariton, who is The technology could be applied considered to be one of the to the automobile and aircraft infounders of the Soviet atomic pro-

Since the break-up of the Soviet "I was furiously taking notes be- Union, the Bush Administration "I was furiously taking notes because this was completely unprecedented," Mr. Prelas says. "No

Onion, the public Administration cepts that are a step shead of what
and technical support to help dis-

high-ranking scientist has ever mantle the Soviet nuclear arsenal and to transfer technology there to non-military applications. But delays in approving projects and purchase agreements have slowed those plans.

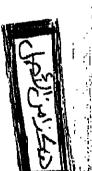
Mr. Prelas wonders whether the delays are due to foot-dragging by policy makers who may be reluctant to shore up the Russian defense establishment. He also questions the efficacy of such wellmeaning projects as a plan to spend \$25-million to establish an institute in Moscow for Russian weapons

> "The facilities and institutions already in existence are more than adequate to keep scientists busy and productive." Mr. Prelas says. "It would be cheaper and more directly helpful to give aid to the researchers in their own laborato-

A Two-Way Street

The professor's trip to advise the Russians was a boon for him, as well. He says he was able to plan a joint research project in laser physics with a Russian scientist, and he brought back useful information for his students. In an undergraduate course he is teaching this semester erners but also to Soviet citizens ic material to any kind of metal—an ple, Mr. Prelas lectured about the made in developing nuclear-driven laser systems. The systems could be used in everything from chemi-

"Telling my students about what I saw gives them new ideas and processes to think about," he says. "I'm exposing them to some con-



Harvard University Press has a hit on its hands with Toni Morrison's "Playing in the Dark: Whiteness and the Literary Imagination."

Most of the scholarly books Harvard releases have a press run of only 1,500 copies, but some 25,000 copies of Ms. Morrison's book are now in print, and more are anticipated. All that before the official publication on May 15.

'When we have something that goes into 25,000 copies, it's a really big cultural event, not just a publishing event," says Alda

Donald, the press's editor in chief. Playing in the Dark is based on three lectures Ms. Morrison gave at Harvard last year, the William B. Massey, Sr., lectures on the history of American civilization. She also draws on a course she teaches in American literature at Princeton University, where she is a professor of humanities. (A precedent for Ms. Morrison's book: The first Massey lecturer was Eudora Welty, whose lectures were adapted into One Writer's Beginnings, a 1984 best

Ms. Morrison argues that many central themes of American literature-individualism. innocence, and masculinity, for example—are shaped by what she terms an "Africanist presence." The book is part of a one-two literary punch by the Pulitzer Prize-winning author: Alfred A. Knopf this month is releasing Ms. Morrison's novel

Besides being a high-profile release for the Harvard press, Playing in the Dark is unusual for featuring a striking black-and-white photograph of Ms. Morrison on the cover. Says Ms. Donald: "it's probably the only time in the press's history that we put a picture of the author on the cover."

The Stanford University Press won't be getting the ax after

After being eyed for possible climination in recent budget discussions, the press has been given a reprieve. But Stanford's ovost told the press that its \$450,000 subsidy would be slashed by \$200,000.

Looking for new sources of revenue, Grant Barnes, the press's director, has proposed a commercial venture with Consulting Psychologists Press, a test publisher based in Palo Alto. Under an imprint called Stanford Publishing, the publishers would collaborate on textbooks, professional books, and electronic ventures. The project, which would not be subject to the usual scholarly reviews, could yield a "significant" profit in three years, Mr. Barnes

Stanford administrators are still mulling over the proposal. But it's either that or cut expenses-and quality-dramatically, says Mr. Barnes. "Given the necessity to reduce the budget and not being allowed to do our own fund raising, what cise can we do?" he asks. "

Scholarship



Michael Kazin of American University: "The Important question ... is, Does the intense analysis of language help us communicate in intense ways with anyone else?"

Debate Among Historians Signals Waning Influence of Discourse Theory' Outside Literary Studies

Criticism that began among conservative scholars is now growing among those on the left

By KAREN J. WINKLER

The influence of literary theory outside the field of literary studies may be on the wane, if debate at the recent annual meeting of the Organization of American Historians is any indication.

In recent years, a growing number of scholars in the humanities have turned to self-styled "discourse theories" to help analyze history and society.

Sometimes grouped together under the name of "poststructuralism," the theories generally hold that language and knowledge are slippery, and that words and cultural texts rarely mean what they seem to

The first attack on the approach came from conservative scholars, who criticized it as nihilistic, esoteric, and destructive of the values of Western civilization.

'A Theoretical Cover'

Now, at least in the field of history, a i is developing on the left. But the speakers at the meeting who attacked the use of literary theory in history and those who defended it were willing to concede a middle position: that linguistic analyses could help leftist scholarship, if scholars avoided taking them to ex-

Bryan D. Palmer, a professor of history at Queen's University in Canada, said his criticism of poststructuralism was "coming from a position of historical materialism"—the Marxist theory that ideas and institutions are influenced by society's economic base, In his 1990 book, Descent into Discourse: The Reification of Lan-

guage and the Writing of Social History (Temple University Press), Mr. Palmer criticized historians for adopting theories that focus on language and play down the influence of class and economics.

Many historians, he said at the meeting. have long been "hostile to historical materialism and to class as a subject of study."

"Now," he added, "they have a theoretical cover for their hostility in discourse

Moreover, historians concerned with esoteric studies of language too often remain silent about real social problems, Mr. Palmer said. "Too many poststructuralists

"The problem is that discourse theorists see their theory as the only solution to understanding history. There is nothing to be gained by claiming that everything is discourse."

have adapted too easily to the silence of the left in today's political times," he said.

Nevertheless, Mr. Palmer conceded, "historians can gain something from reading discourse theory." For example, he said, linguistic theories have helped focus historians' attention on the way society conceptualizes such issues as gender, race, and colonialism.

derstanding history," Mr. Palmer sai "There is nothing to be gained by claiming that everything is discourse."

John Patrick Diggins, a professor of history at the City University of New York's Graduate Center, was also critical of the application of linguistic theories in historical research. Historians, he said, use such theories "to tear things down, but not to build anything up."

'Hooked' on European Theories

In his new book, The Rise and Fall of the American Left (W. W. Norton and Company), Mr. Diggins charges that the American left has become "hooked on European postmodern theories" that play down ideas derived from the Enlightenment, such as the conception of freedom, and the way those ideas motivate people to change

"My position," he writes in the book "is to the right of the Left and to the left of the Right.'

At the meeting here, Mr. Diggins 5 feminist scholars and labor historians, for example, had looked at the way language excludes and marginalizes the concerns women and the working class in historical texts. "But what they leave out is appalling," he added.

What is left out is attention to historical facts that are more than just linguistic constructions, Mr. Diggins said.

He also criticized social historians for "refashioning the past to meet the require ments of the present." For example, liber historians who use literary techniques to The problem is that discourse theorists analyze the language of the working class see their theory as the only solution to un-

working-class solidarity in the 19th centu ry, he said.

Some historians here, however, came to the defense of discourse theories.

"The complaint seems to be that the demise of the left and radical politics is somehow connected to this flaky theory," said Nancy Isenberg, a postdoctoral fellow at the College of William and Mary. "As a feminist scholar and a historian, I believe that the debates stimulated by discourse theory have not only given us useful insights, but have also served political pur-

"It's become quite popular recently to ridicule poststructuralists and to harangue discourse radicals," she said. "But most of the critics blur together different theories and political agendas."

'Anti-Humanistic Tendency'

While critics have maintained that poststructuralism's "skeptical epistemology" denies any historical reality beyond language, Ms. Isenberg said, theories of language have made historians "aware of how narration helps construct reality."

"Poststructuralism focuses on why certain things become important, rather than always having been important," she said. For example, discourse theory has helped feminist historians analyze "the way identity is not just a personal construction, but is constructed by social institutions," she said.

"That is a public act that serves public and political functions."

Ms. Isenberg did acknowledge a growing division among feminists over the validity of poststructural theory. "Much of the feminist hostility to poststructuralism," she argued, "has focused on its antihumanistic tendency to deny self-determi-

While she conceded that historians do need to explore further the question of whether women are victims of language and society or are actors who determine their own lives, she said that issue went far beyond debates over discourse theory.

"That is a large dichotomy within women's studies that is not yet resolved," she

Michael Kazin, an associate professor of history at the American University, defended the use of discourse theory by Marxist and social historians.

'Clouded in Jargon'

While Mr. Kazin acknowledged that much of poststructuralism has been selfindulgent, ingrown, and clouded in jargon," he added that "most historians have avoided those traps."

For example, labor historians who study the working class have used poststructuralist theories selectively, to analyze such opics as the way class battles are reflected in debates over the meaning of patriotism,

He cautioned, however, that historians needed to make an effort "to study discourse in a more concrete setting—to study the institutions in which discourse 20es on "

Such studies, he said, "might look at the way the media create certain kinds of mes-

Mr. Kazin also warned "linguistic historians" to avoid esoteric discussions of theory. "The important question about dis-Continued on Page A10

Federal Panel Recommends Closing Stanford Accelerators if Energy Dept. Physics Budget Fails to Match Inflation

By KIM A. McDONALD

A scientific-advisory panel last week recommended that all of the accelerators at the Stanford Linear Accelerator Center be shut down in fiscal 1995 if support for the Department of Energy's high-energyphysics programs fails to keep pace with

The recommendation, which would force hundreds of scientists to be laid off at the Stanford University center, came as a surprise to researchers who had been seeking approval to build a new electron collider there (The Chronicle, April 15). It was one of several proposals by the High Energy Physics Advisory Panel to meet what many physicists fear will be a series of lean budgets for their field as the department continues its construction of the Superconducting Supercollider.

In a report outlining its vision of the future shape of the nation's particle-physics program, the panel reaffirmed as its highest priority its commitment to the supercollider, an \$8.25-billion proton collider being built near Dallas.

But the panel acknowledged that maintaining the diversity and vitality of the field would be difficult if support for high-energy physics, excluding the supercollider, does not rise above the level of inflation.

Nearly \$8-billion will be needed by the Energy Department to complete the supercollider by 1999.

"Certainly if you're going to start things. you're going to have to turn things off," said Michael S. Witherell, a physics professor at the University of California at Santa Barbara who chaired a subpancl of the advisory group that produced the re-

That prospect, however, angered many directors of national laboratories who had long given their backing to the supercollider, but now find that their own budgets may be trimmed to pay for its construction

"My calculations show that somewhat more than 50 per cent of the base program of the national laboratories will end up in the ssc by the year 2000," said John Peoples, Jr., director of the Fermi National Accelerator Laboratory in Batavia, III.

By the end of the decade, he told a meeting of the panel, the diversion of funds to the supercollider will not only reduce the diversity of programs in the field, but lead to "utter disaster" for the national laboratories. "The entire burden falls on the laboratories," he said.

Burton Richter, the Nobel Prize-win-

ning director of the Stanford center, said Stanford's plans to upgrade its electroncolliding accelerator would make it the only program in the United States that could complement the supercollider's proton-colliding capabilities. Proton collisions provide very different information to physicists about the interaction of fundamental matter and forces in the universe than do

electron collisions. As a result, Mr. Richter warned that the panel's proposal to shut down Stanford's accelerators would "lead to an unbalanced U.S. high-energy physics program and greatly diminish its vitality."

'Layoffs in the Hundreds'

Another physicist at Stanford familiar with the panel's recommendation said it would create "a very different laboratory" from the particle-physics-research center that now exists, one in which scientists would do much of their experimental work elsewhere. It would force major cuts in its annual operating budget of \$140-million and its staff of 1,300 employees. "We're certainly talking about layoffs in the hundreds," he said.

The panel, however, agreed to grant Mr. Richter's controversial request to finance the construction of a \$200-million electron

Continued on Page A9



The linear accelerator and electron colliders at the Stanford Linear Accelerator Center would be shut down in fiscal 1995, under a proposal by a Department of Energy advisory panel.

Chemically treated beads could be used to clean up oil spills at a fraction of the current cost, two researchers say.

Adam Heller and James R Brock, both professors of chemical engineering at the University of Texas at Austin, say they have treated commercially available glass beads with titanium oxide, a non-toxic chemical used as a pigment in many white paints. The hollow beads float and could be scattered on oil spills to clean them up, the researchers say.

The scientists are developing two types of beads, but both use the same principle.

The beads use sunlight to stimulate a chemical reaction that mixes oxygen with the oil so that it dissolves in water. The dissolved oil can then be digested by microbes already in the water.

One type of bead would begin immediately to dissolve oil, while the other would collect the oil in clumps before oxidizing it. The second type would be used on an oil spill that posed an immediate threat to beaches or marine life.

The two scientists say that the "microbeads" could have cleaned up the 1989 Exxon Valdez oil spill for \$75-million. Exxon has said its cleanup costs for that spill were \$2-

search at the annual meeting of the American Chemical Society this of The Journal of American Histo- ceived a continuing resistance to ion organized a massive street -DAVID L. WHEELER Ty.

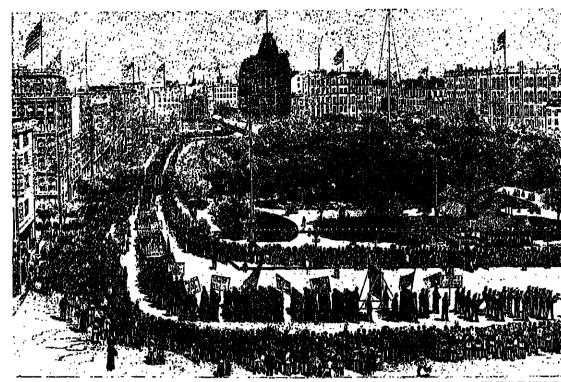
The evolution of the Labor Day holiday in the United States reflects the labor moveargue in the current (March) issue traditions," while others have per- 1882, when the Central Labor Un- In the 110 years since that first system.

RESEARCH NOTES

■ Researchers develop cheaper method of cleaning oil spills

■ Labor Day's evolution said to reflect labor movement's history

■ Astronomers finish building largest ground-based telescope



The first Labor Day parade was held in New York on September 5, 1882, Mr. Heller described the re- as a show of labor's strength and a warning to politicians.

In the scholarly debate over the history of organized labor, say Miment's history of conflict and some historians have seen a steady accommodation, two historians decline in labor's "oppositional in New York, on September 5, soring Labor Day observances.

establishment values.

chael Kazin of the American Unitions suggests that the reality lies favoring corporate interests. The versity and Steven J. Ross of the between those poles, encompass- parade was followed by an enor-University of Southern California, ing both "resistance and retreat."

demonstration, in the form of a pa-The authors argue that organized rade, as a show of labor's strength labor's use of Labor Day celebra- and a warning to politicians against mous picnic. By the end of the dec-

Labor Day was first celebrated ade more than 400 cities were spon-

Astronomers at the University of California and the Califor. nia Institute of Technology last week completed the construction of the world's largest ground-based telescope—an instrument with a

observance, the authors say, rank

and-file workers' interest in taking

part in such events has ebbed and

flowed. Since the turn of the cents.

ry, once the holiday took hold is

has often been treated as just an

other American holiday. In some

periods, however-such as the

1930's, with the rise of the Con-

gress of Industrial Organizations

among other things—the participa

ities has been both massive and

militant. --ELLEN K. COUGHUN

tion of workers in Labor Day activ-

mirror 10 meters in diameter. The W. M. Keck telescope, lo ; cated on Mauna Kea, a dorman volcano on Hawaii, will enable 👺 tronomers to peer at distant stars with a device that possesses four times as much power as the 200 inch Hale telescope, located on

Mount Palomar in California. Workers last week lowered the last piece of its giant mirror, which is composed of 36 half-ton hexagonul segments. The telescope has been designed with electronic sersors that constantly monitor the position of each segment. The seasors then relay the information to computer-controlled devices that can move the segments less than a millionth of an inch to produce a perfectly smooth mirror surface.

The observatory has been built and will be operated by the California Association for Research in Astronomy, a partnership of Called and the University of California

Land-Grant Universities Urged to Broaden Research Beyond Traditional Agricultural Mission

By DAVID L. WHEELER

Scientists and research administrators are calling on land-grant universities to move beyond their agricultural past and broaden their research agenda.

Many of the calls for change are coming from the land-grant universities themselves, which are struggling to cope with state budget cuts, federal funding that is not expected to increase in the next decade, and the changing demographics of rural America.

The federal government started land-grant universities in 1862 with gifts of land and the expectation that the universities would educate a predominantly agricultural work

"Land-grant universities were created largely over a concern about rural America,'' said Karl N. grams at the Northwest Area of serving American consumers. Foundation, which promotes rural. economic development from its headquarters in St. Paul. "The United States the land-grant universities were created to aid and assist no longer exists."

In a meeting sponsored here this month by the Board on Agriculture of the National Research Council, agricultural researchers, biologists, and social scientists discussed how land-grant universities could prepare for the future. The about 75 per cent of American an outmoded way of distributing

agency of the National Academy of culture. Now, after more than a entists at land-grant universities ties hope to revitalize their public IRVINE, CAL. Sciences.

At the Board on Agriculture societies suggested ways in which land-grant universities could reshape their mission. Scientists and other speakers suggested that the institutions could:

■ Set up interdisciplinary research teams to tackle problems identified by towns, counties, and cities. Such an approach is already being used at a few land-grant universities, including Iowa State and

■ Move from a model of "industrial agriculture," which measures productivity chiefly by profits, to a model of "ecological agriculture," which would take broader environmental and consumer concerns into account.

■ Shift from a focus on servlarmers to a broader mission ple," said David L. Brown, chairman of the rural sociology department at Cornell University. "We're helping to feed these peo-

■ Use their research capacity to help citizens of other countries, an equation that does not take the particularly in rural areas of developing nations.

century of increased mechaniza- now have to compete with other service tradition with interdisci tion on the country's farms, a mere meeting, the heads of 52 scientific 2 per cent of the population performs agricultural work. The American population, particularly the voters, has moved into suburban areas, where land-grant uni-

> "Land-grant universities were created largely over a concern about rural America." The country they were intended for "no longer exists."

versities are facing competition offering continuing-education and

Land-grant universities are also "Our elientele is 250 million peofacing dramatic shifts in their sources of financial support.

Administrators of the land grants have traditionally relied heavily on federal "formula funds" and state appropriations. But formula funds, which allocate money according to quality of research at each institution into account, are not expected were formed, Mr. Stauber said, members of Congress view them as sociation of County Agricultural research council is the operating workers made their living in agri-

federal and university researchers for peer-reviewed grants supported by the Department of Agriculture.

At the state level, land-grant universities have suffered from the same budget cuts with which all public universities have had to cope. Particularly hard hit have been land-grant extension services, which were set up early in this century to help farmers with advice based on the latest research.

A Target for Future Cuts

In some states, the extension services have expanded their mission to help consumers, new immigrants, and inner-city residents. but they are still considered a likely target for future federal cuts, which from community colleges that are would compound the damage al-Georgia, for example, about 100 of starts can damage careers, Mr. Al the state's 500 county extension len said, agents were eliminated last year.

The university-managed county extension agents are being criticized locally for losing touch with

formers and forme farmers and 4-H Clubs and are being attacked at the federal level for to land-grant universities he had being too narrowly focused on agriculture. "We're probably the most "dirt clods" and ecologists refer to confused creature in the land-grant system right now," said Hal E. Tabastard children of Adam Smith-When the land-grant universities to grow in the future because many turn, president of the National As-

Some of the land-grant universi- intellectual pursuits."

plinary research teams that would link faculty members in colleges of agriculture with those in schools of business, engineering, law, and medicine. But administrators say they face formidable barriers is trying to set up such efforts.

C. Eugene Allen, vice-presiden of the University of Minnesota's Institute of Agriculture, Forestry and Home Economics, said interdisciplinary research teams were slower to produce results than sin gle-discipline teams, even though the results of interdisciplinary re search might ultimately be more important to society. Interdisciplinary teams, he said, have to spend time learning to work togeth er and defining common terms. For younger faculty members seeking nublication and t

Sometimes administrators must overcome outright hostility among researchers in different disciplines. agricultural economists as "the

"When you do this," he said, "you degrade your own institution and diminish the value of important Panel Suggests Closing Accelerators if Energy Budget Trails Inflation

It also recommended terminating

all high-energy physics experi-

ments at the alternating gradient

the research program at Fermilab.

The panel also rejected a propos-

Los Angeles to build an accelerator

to produce phi-mesons. It also said

UCLA Proposal Rejected

Continued From Page A7 collider, called a B-factory, from the Stanford center's annual operating budget if funds for the department's high-energy-physics program at least match the rate of in-

The panel said the construction could start as early as fiscal 1994 if funds for high-energy physics showed a modest increase above inflation. If they only matched the inflation rate, it added, the project could move forward in fiscal 1997.

Mr. Richter had proposed building the B-factory—a facility that would produce large amounts of a subatomic particle called the n-meson-by upgrading a 12-year-old electron collider at the Stanford center. He said he would finance the project by diverting a quarter of the center's annual \$140-million operating budget from fiscal years 1994 to 1998 to construction.

While such a move would force Mr. Richter to operate Stanford's linear accelerator for only six months of the year and significantly reduce the center's program of experiments, it would provide the center with a new instrument with which to maintain its scientific vi-

Some scientists at the meeting complained that moving forward with Mr. Richter's proposal would preclude consideration of a \$116million plan to build a similar Bfactory by upgrading an electron collider at Cornell University. That proposal, which had been submitted to the National Science Foundation this year, is on hold because science-foundation officials say they cannot finance such a project until at least fiscal 1997.

Uneven Treatment Seen

Karl Berkelman, director of Cornell's laboratory of nuclear studies, told the meeting that he was disappointed by the uneven treatment of the two B-factory proposals in the panel's report. But in an interview, he said he doubted that the Energy Department would be able to move forward with Mr. Richter's plan in the next several years because of budget constraints. That could give the science foundation enough time to consider Cornell's competing proposal, he said.

Mr. Richter also agreed in an interview that modest growth in the Energy Department's programs above inflation was unlikely.

If support grows by at least 2.5 per cent above the inflation rate, the panel recommended the completion of a \$200-million upgrade to the main injector of the proton collider at Fermilab by fiscal 1996 and the completion of Stanford's B-faclory by fiscal 1997.

In the more likely scenario, in which funds for high-energy-physcs programs would only match in ^{nation}, the panel recommended completion of the Fermilab main injector one year later and the completion of the B-factory two years later. But other programs would be hit harder.

Over the objections of Mr. Richter, for example, the panel proposed that the particle-physics program at the Stanford linear collider be terminated by the end of fiscal

1993, even though the construction should be denied "due to present of the B-factory would be delayed. fiscal pressures on the program."

expressed unhappiness with the be new discoveries." panel's exercise, which will be synchrotron at the Brookhaven used by the Energy Department to National Laboratory in Upton, craft its budget requests for high- ets the opportunity to surprise our-N.Y. by fiscal 1997, and reducing energy physics over the next five years. They complained that the structured plan the panel developed will prevent the kind of flexibility that is needed to pursue new

al by the University of California at discoveries. "What you're telling us is that there will be no discoveries over the next five years and that you can proposals by the Los Alamos, Lawrence Livermore, and Oak make a coherent plan," said Mel-Ridge National Laboratories to es- vin Schwartz, a Nobel Prize-win-

and nuclear physics at Brookha-Some physicists at the meeting ven. "But I should hope there will

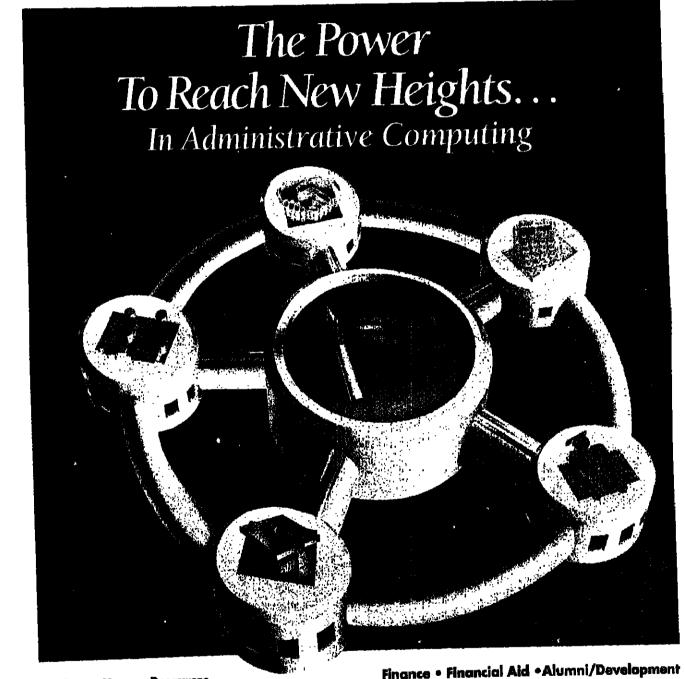
> Said Mr. Peoples of Fermilab: "We are eliminating in these budgselves, and that's where the science is proceeding."

Some Scientists Are Irritated

Energy Department officials said they would reserve \$144-million of the high-energy-physics budget through fiscal 1999 to support the research of scientists who are hired to work at the Superconducting Supercollider Laboratory in Daltablish high-energy physics groups ning physicist who is the associate las. In addition, they said that half

of the agency's budget for high-energy physics after that date would be reserved for work at the super-

Those commitments, which limited the number of new projects the panel could consider, are increasingly irritating to many high-energy physicists. Some laboratory directors complained outside the meeting that the two large detector experiments at the supercollider would have annual budgets greater than many national laboratories. Mr. Richter also noted that "a growing cadre" of younger highenergy physicists were becoming turned off by the impersonal nature and bureaucracy of large-scale experiments, such as those at the supercollider, and were looking to work on smaller projects.



Student • Human Resources

In the universe of higher education the customers, BANNER® serves them there's a force at work, in every office, in all. You have empowered your people... every classroom. That force is Quality... quality in teaching, quality in service.

One power driving that force is technology - technology working for your institution as you reach for new heights in quality service. Your customers are faculty, students, administrators and others. You define

The BANNER Series

See Us At AACRAO Booth #16/17

they all share the drive... and the will... now they need the tools... BANNER... the power of service and quality. With BANNER you'll go further than you've ever gone before. Your students will value integrated software because it delivers vital information wherever they need it, whenever they need it.

computing.

Systems & Computer Technology Corp 4 Country View Road, Malvern, PA 19355 Call toll-free: 800/223-7036 in PA, cail: 215/647-5930

Your cost conscious management

will value the low cost of BANNER's true

value BANNER's rule-based architecture.

BANNER... the power for your

client/server implementation. You will

institution to reach new heights in

service and quality in administrative

You control the rules.

Debate Suggests Waning Influence of Literary Theory

Continued From Page A7 course theory is. Does the intense analysis of language help us communicate in intense ways with anyone else?" he said.

Linda Gordon, a professor of history at the University of Wisconsin at Madison, situated herself between the critics and the defenders of discourse theory.

On one hand, Ms. Gordon objected to "strong claims made by poststructuralists," such as those who hold that all historical phenomena, from warfare to racial and class distinctions to the biological differences between the sexes, are merely linguistic constructions,

"Practically, that kind of strong poststructuralism is impossible in history," Ms. Gordon said. "You simply can't argue that the deaths in World War I were just discur-

"The Left Is Changing"

On the other hand, she added, "some critics are attacking poststructuralism far more wildly than is necessary."

"Most historians," she said. "are resistant to the strong claims of poststructuralism."

Moreover, Ms. Gordon said, "in its weak form, poststructuralism helps us see discursive shifts that change behaviors and attitudes. You don't have to believe that 90 per cent of Americans are members of the middle class to see the significance of the fact that so many call themselves middle class.

"Historians need to know that new terms can signal changed-

She added that a good deal of the Palmer, the left should be con- for the rise of conservatism in hostility to postatructuralism in cerned with class and Marxism, history could be attributed to oppo- but I would argue that the left is sition to academic feminists, who sometimes use it in their research.

"There is an anti-feminist theme



meanings are contested and the Bryan D. Palmer of Queen's U.: "Too many poststructuralists have. adapted too easily to the silence of the left in today's political times."

changing, and feminism is a central part of its core."

Ms. Gordon also said that critics in a lot of these attacks," Ms. Gor- such as Mr. Palmer and Mr. Dig- position of very substantial irreledon said. 'To people like Bryan gins, who blame discourse theories

America and for the political failures of the left, miss an important

Gordon said, "intellectuals are in a

Poststructuralists or not, Ms.

Astronomers See Signs of Black Hole in Nearby Galaxy Lauer of the National Optical show that the density of stars at

A team of astronomers says it Astronomy Observatories in the core of M32 "may be more has found evidence at the center of a nearby galaxy of a black Faber of the University of Calihole three million times as massive as the sun.

The astronomers, who released their findings at a news conference at the National Aeronautics and Space Administration here, said they had been able to infer the existence images of the galaxy taken with black hole is located is 2.3 mil-mid-twilight on the earth, and the Hubble Space Telescope.

stars in the elliptical galaxy are the Milky Way galaxy. extremely concentrated at the The astronomers said M32 viously uncovered evidence of a nucleus, as if drawn inward by had been thought since 1987 to black hole in another galaxy,

density of the stars increases telescopes were incapable of M32 is thought by scientists to steadily toward the conter of the adequately resolving the struc- be one-one thousandth as small galaxy, said the team of astronomers, which includes Tod R. The space-telescope images

fornia at Santa Cruz.

A black hole several million times as massive as the sun is the most likely object that could fit the characteristics they night sky so saturated with stars found in the images, the astronomers said.

lion light-years from Earth and one could even read a newspa-The images show that the is one of the closest neighbors to per by starlight."

the gravitational force of a mas- be one of the best candidates for known as M87, that is 20 times a galaxy with a massive black farther from Earth than M32. The images show that the hole, but that ground-based However, the black hole within

Tucson, Ariz., and Sandra M. than 100 million times greater than the distribution of stars in the neighborhood of our own Mr. Lauer said.

"A visitor to a planet at the center of M32 would see a starry that their combined light would be brighter than 100 full The galaxy-which is known moons," he said. "The night as M32—in which the purported would never get darker than

as that within M87. -KIM A. MCDONALD

Guggenheim Fund Awards Fellowshih to 149 Artists, Scholars, and Scientists

NEW YORK The John Simon Guggenheim Memorial Foundation has awarded fellowships worth a total of \$3.9million to 149 artists, scholars, and scientists. The fellows were chosen from among 3,162 applicants. "on the basis of unusually distinguished achievement in the past and exceptional promise for future accomplishment.

Following is a list of the winners. their institutional affiliations, and their proposed studies.

Heetor D. Abruña, professor of chemistry. Cornell U.: structural studies of electrochemical interfaces.

James S. Ackerman, art historian, New York; professor emeritus of fine arts, Harvard U.: a study of classicism.

Paul Alpera, professor of English and com-parative literature and director of the center for the humanities. U. of California at Berkeley: a definition and literary history

Richard Argoah, composer, New York: lames Atlas, assistant editor. The New York Times Magazine: a biography of Saul Bellow.

Irit Batery, video artist. New York: video

Regina Bendix, folklorist, Portland, Ore.; postdoctoral fellow and lecturer in folklore, U. of Basel (Switzerland): the concept of authenticity in folklore studies. Charles Berger, associate professor of English, U. of Utah: the centrality of Wallace Stevens.

Simeon M. Berman, professor of mathe-matics, New York U.: stochastic models of immunological variables in HIV infec-

Mina J. Bissell, director of the division of cell and molecular biology. Luwrence Berkeley Laboratory of U. of California: the regulation of differentiated functions in tissue culture.

Jenn-Paul Bourdier, associate professor of architecture, U. of California at Herkeley: rural dwellings in Senegal.

Charles S. Bowyar, professor of astronomy. U. of Culifornia at Berkeley: studies in extreme ultraviolet astronomy.

Daniel Boyarin, professor of Tulmudic cul-ture, U. of California at Berkeloy: rubbin-ic representations of the female body. Richard W. Burkhardt, Jr., professor of his-tory and director of the Campus Honors Program, U. of Illinois at Urbana-Cham-paign: the emergence of ethology as a sci-entific discipline. ames B. Callis, professor of chemistry and

co-director of the Center for Process Analytical Chemistry, U. of Washington: the non-invasive spectroscopic monitor-

ing of a bioprocess.

Ronald Caltabiano, composer, New York;
member of the faculty, Manhattan School
of Music: music composition. ian Camiohael, professor of geology and associate provost for research, U. of California at Berkeley: the geological connection of the Jalisco Block to the rest of Mexico.

Sudip Chakravarty, professor of physics.
U. of California at Los Angeles: studies in the superconductivity of fullerenes.

Rey Chow, associate professor of compara-tive literature, U. of Minnesota: contem-porary Chinese cinema.

Gale E. Christianson, professor of history, Indiana State U.: a biography of Edwin P.

Anthony Clarvee, playwright, Gambier, Ohio: play writing.
William A. Cramer, professor of biological sciences, Purdue U.: the crystallization of proteins from biological membranes.

Sebastian Currier, teaching fellow, Juilliard School of Music; member of the fac uity in composition, Bowdoin Summer Music Pestival, Bowdoin Coffege; music composition composition.

Whitney Davis, associate professor of art history, Northwestern U.: art historians

and their objects.

Teresa de Lauretts, professor of the history of consciousness, U. of California at Santa Cruz: a feminist re-evaluation of Freud's theory of sexuality.

Robert Defiaris, Jr., professor of English.

Vassar College: Samuel Johuson's life of reading.

Vassar College: Samuel Johason's life of resding.
Judith P. Dunn, professor of human development, Pennsylvania State U.: children's family relationships and the development of social understanding.

Noward Eitherg. Schwartz, assistant professor of religious studies, Stanford U.: Moses, masculfnity, and monothelsm.

Patt C. Falkowald, scientist in the Oceanosraphic and Atmospheric Sciences Divi

graphic and Atmospheric Sciences Divi-

sion, Brookhaven National Laborator, (Upton, N.Y.); adjunct professor in the Murine Sciences Research Center, Sire U. of New York at Stony Brook: the ma-lecular ecology of carbon fixation mit-

anot Doan Fodor, professor of linguistic Graduate Center of City U. of New York phiase-structure grammar. Walton Ford, artist, New York: painting

Jeraid Frampton, photographer and printer. New York: photography. Douglas J. Futuyma, professor of ecolon and evolution. State U. of New York H Stony Brook: model systems for the

Mario T. Garcia, professor of history and American studies and director of ethna studies, Yale U.: Chicanos in Los Ange-les, 1965-1975.

David Gauthier, professor of philosophy, U. of Pittsburgh; a study of raisonal conianio Geiser, theater artist, New York:

puppet-theater work. ohn Gibson, composer, Princeton, N.I.

III Giogorich, artist. Los Angeles; lecture in urt. U. of California at Los Angele

peun history, U. of Chicago: psychologand selfhood in 19th-century France Guy Goodwin, urtist. New York: adjunct instructor. Cooper Union for the Ad-vancement of Science and Art: paint

Thomas A. Green, professor of law and profeason of history, U. of Michigan the American criminal trial jury and concept of freedom. Nell Groenberg, artistic director, Danceb

Neil Greenberg, New York; lecturer in dance, State U. of New York College Valorie D. Greenberg, associate professor of German. Tulane U.: Freud's reading

Robert Grudin, professor of English. U. o Bruce Hajek, professor of electrical and computer engineering and research professor of coordinated science. U. of III

Robort B. Halfock, professor of physics and instrumumy. U. of Maysachusetts at Am-herst: studies in the low-temperature in

vard U.: a biography of Leonardo Brut Philip J. Hanton, professor of mathematics U. of Michigan: studies in algebraic com

Jacqueline Hayden, photographer, liar-denville, Mass.; visiting assistant profes-sor of film and photography. Hampshire College: photography. Erle J. Heller, professor of chemistry and physics, U. of Washington; semiclassish methods applied to atomic and molecular

Eve Hoffman, writer. New York: a journe

through eastern Europe. Sharon Horvath, artist, Bala Cynwyd, Pa painting.

Isabel V. Hull, professor of history. Come

U.: sexuality and the state in Germany. 1700-1815. R. Hummer, poet; associate professor of English and editor of New England Re-view, Middlebury College; poetry. Unda Hutcheon, professor of English and comparative literature, U. of Toronto: a

theory of irony. Gleh Jon, writer, Cambi

Filp Johnson, film animator, Boston; mem-ber of the faculty, School of the Museum of Fine Arts (Boston); adjunct associate professor of film, Boston U.; film anima

Gregory Justania, associate professor of modern Greek, Ohio State U.: the commodern Greek, Ohio State

sic and director of graduate studies in mu-sic, U. of Pennsylvania: historical dis-courses of gender in instrumental music, 1800-1848. Jane Kenyon, poet, Danbury, N.H.: poet-

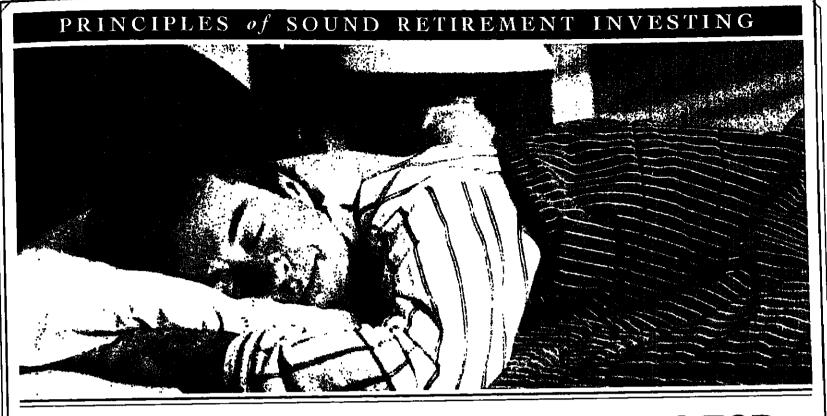
Robert C. Kechane, professor of interes-tional peace, Harvard U.: U.S. compli-ance with international commitments.

1783-1990. Brian Kiteley, writer, Provincetown, Lowis Klahr, film enimeter, New York: film .

animation.

Arthur Kiehnman, professor of anthropoloary and psychiatry, Harvard Medical
gy and psychiatry, Harvard sufferSchool and professor of anthropology
School and professor of anthropology Harvard U.; social experiences of suffer

Edward A. Kravitz, professor of neuroblo-ony, Harvard Medical School: the analy-Continued on Page Al2



WHY YOU SHOULD START PLANNING FOR RETIREMENT WITH YOUR EYES CLOSED.

For retirement to be the time of your life, you have to dream a little—about the things you've always wanted to do: travel, explore, start a business. Just imagine...

With a dream and a plan, you can make it happen. Your pension and Social Security should provide a good basic retirement income, but what about all

those extras that make your dreams possible? You'll probably need some additional savings.

THE DREAM IS YOUR OWN. WE CAN HELP YOU WITH THE PLAN.

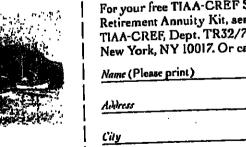
TIAA-CREF Supplemental Retirement Annuities (SRAs), tax-deferred annuities for people like you in education and research, are a good way to save for retirement and save on taxes now. SRAs are easy-you make contributions through your institution before your taxes are calculated, so you pay less tax now.

You pay no tax on your SRA contributions and earnings until you receive them as income. And saving regularly means your contributions and their earnings can add up quickly.



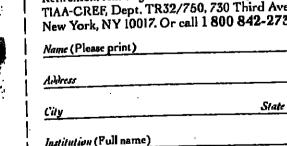






TIAA-CREF Participant

□ ½ □ №



START PLANNING FOR THE

TIME OF YOUR LIFE, TODAY.

Ensuring the future for those who shape it."

What else makes SRAs so special? A broad range of allocation choices, from the safety of TIAA to the investment accounts of CREF's variable annuity; no sales charges; a variety of ways to

receive income, including annuities, payments over a fixed period, or cash. You may also be able to borrow against your SRA accumulation before you retire.*

All this, plus the top investment management that has helped make TIAA-CREF the largest retirement system in the country.

So start dreaming and planning for the time of your life. The sooner you start your SRA, the greater your savings and your retirement will be.

or your free TIAA-CRE letirement Annuity Kit, IAA-CREF, Dept, TR33 lew York, NY 10017. O	F Supplemental send this coupon to: 2/750, 730 Third Avenue r call 1 800 842-2733,	Ext. 8016.
lame (Please print)		
idress		
`ity	State	Zip Code
institution (Full name)		

Daytime Phone (___)

If yes, Social Security #

Depending upon your institution's plan and the state you live in. CREF annuities are distributed by TIAA-CREF Individual & Institutional Services. pon your institutions plan and the state you live it. O. S. Ext 5509 for a prospectus. Read the prospectus carefully before you invest or send maney.

149 Receive Guggenheim Fellowships

Continued From Page AtO
six of differences in messenger RNA be-

tween identified single neurons. Suzanna Lacy, performance artist. San Francisco: dean of the school of fine arts, California College of Arts and Crafts:

Barry Ledoux, artist, New York; adjunct member of the faculty, Sarah Lawrence Coltege: sculpture.

Erik Levine, artist, Long Island City, N.Y.:

Vicki Mahaffey, associate professor of English, U. of Penasylvania: the politics

Norman Manes, writer, New York; fellow of the International Academy for Schol-arship and the Arts, Bard College; fic-

Elaine Marks, professor of French and women's studies. U of Wisconsin at

for in the Cancer Research Center and senior staff scientist, Cold Spring Harbor Laboratory: adjunct professor of micro-biology, State U. of New York at Stony Brook: control of transcription by the

Robert D. Mathleu, associate professor of astronomy, U. of Wisconsin at Madison: the evolution of accretion disks in the

young binary environment.

John J. McCarthy, professor of linguistics,
U. of Mussichusetts at Amberst: prosod-

Richard C. McCoy, professor of English at Queens College and deputy executive of-ficer of the Uraduate Center, City U. of New York: the historical, cultural, and literary dimensions of England's succession crisis, 1598-1604.

Richard B. Melrose, professor of mathe-matics. Massachusetta Institute of Tech nology: analysis and geometry of manifolds with corners.

Jane Menken, professor of social sciences and director of the Population Studies Center, U. of Pennsylvania: fertility and family structure in Bangladesh.

Nina Menkea, film maker, Los Angeles; lecturer in film, U. of Southern California; member of the faculty, California In stitute of the Arts: film making.

R. J. Dwayne Miller, associate professor of chemistry and optics, U. of Rochester: optical studies of the proton switch for Susan Mitchell, poet; professor of creative

writing, Florida Atlantic U.; member of the faculty. Vermont College: poetry. Jamos Mobberley, associate professor of music. U. of Missouri at Kansas City; composer in residence, Kansas City Sym-

E. William Monter, professor of history, Northwestern U.: persecution in Renals-

sance France.
Charles Moskos, professor of sociology.
Northwestern U.: race relations in the

Nancy D. Munn, professor of anthropology, U. of Chicago: the cultural constitution of time and space in experience. John Newman, artist, New York: sculp-

James Newton, composer, Los Angetes; member of the faculty, California Insti-tute of the Arts: music composition. Rob Nixon, assistant professor of English and comparative literature, Columbia U.: the life and works of Nadine Gordiner.

Michael North, professor of English, U. of California at Los Angeles: race, dialect, and the emergence of modernism. Arto V. Nurmikko, professor of engineering and physics and director of the Center for Advanced Materials Research, Brown U.: optical investigations of semiconduc-

Pat O'Neill, film maker, Los Angoles: film

Carol A. Padden, associate professor of ommunication, U. of California at San icao: the early lives of deaf chikiren. irina Paperno, associate professor of Sinvic languages and literatures, U. of California at Borkeley: suicide as a cultural

ı in Kussia, Jay Parint, professor of English, Middle-bury College: a biography of John Stein-

Gilles Peress, photographer, New York:

photography. liya Plateteki-Shapire, professor of mathematics, Yale U.: professor of mathematics, Tel-Aviv U.: studies in automorphic

Daniel Pairion, professor of modern lan-guages, Yale U.: the allegorical text of desire in medieval French literature.

Rone Pondick, visiting artist, Parsons School of Design: sculpture. Richard Price, visiting follow in the conter for historical studies, Yale U.: a comparative study of anthropological museum display (in collaboration with Sally

Safty Price, visiting lecturer of art and ar-chaeology, Princeton U.: a comparative Mare Traib, professor of architecture, U. of

study of anthropological museum display (in collaboration with Richard Price).

Thomas G. Rawski, professor of economics and history, U. of Pittsburgh: reform and innovation in Chinese industry. Wayne A. Robhorn, professor of English. U. of Texas at Austin: the Renaissance

Nancy Freeman Regalado, professor of French, New York U.: the Paris Pentecost feast of 1313. Donald Revall, poet; associate professor of English, U. of Denver: poetry.

discourse of rhetoric.

Shelley Rice, writer, New York: adjunct assistant professor of art history and photography. New York II: member of the faculty, School of Visual Arts: photogra-phy in France and Haussmann's recon-

Curt Richter, photographer, New York; instructor, International Center of Photography (New York): photography. offrey C. Robinson, professor of English, U. of Colorado at Boulder: sexuality and

the poetry of Keats. Renate Resolde, professor of anthropolo-ny. Stanford U.: cultural citizenship and

educational democracy. israel Rosenfield, professor of history, John Jay College of City U. of New York:

Marton B. Ross, associate professor o English language and literature, U. of Michigan: a cultural history of romance in Britain, 1760-1900. David H. Sacks, associate professor of his-

lory and humanities, Reed College: mo-nopoly and liberty in early modern Eng-land, 1558-1649. icott R. Sanders, professor of English, Indiana U.: essays on the sense of place. Lue Sante, writer, New York: the idea of

Menahem Sohmelzer, professor of medi-eval Hebrew literature and Jewish bibli-ography, Jewish Theological Seminary of America: the Hebrew book and the Jew-

Thomas W. Schoener, professor of zoology and environmental studies, U. of Califor-nia at Davis; the ecology of small tropical

Mita Schor, artist, New York; visiting member of the faculty. Sarah Lawrence College; co-editor. MIEIAINIINIG:

Thomas D. Seeley, associate professor of animal behavior, Cornell U.: the collective intelligence of honey bees. Mauren Selwood, film animator, Los An-geles; member of the faculty, California Institute of the Arts: film animation.

i. A. Shapiro, associate professor of hu-manities. Stevens institute of Technol-ogy: a study of Athenian hero cults. Drew E. Shiffett, artist, New York: sculp-

Ronald L. Shreve, professor of seology and geophysics, U. of California at Los Ange-tea: the physics of sand and gravel transport by rivers.
irene Siverblatt, assistant professor of anthropology. U. of Connecticut: a social history of indigenous Andean ideologies.

Debora L. Silverman, associate professor of history, U. of California at Los Ange-les: art, craft, and religion in the life and work of Vincent van Cogh. Paul F. Sinttery, professor of physics, U. of Rochester: direct photon studies and col-

homes P. Slaughter, professor of history, Rutgers U.: the Bartrams and the Ameri-

Bonnie G. Smith, professor of history, Rut-gers U.: sender and the practice of scien-lific history, 1800-1940. Edward E. Smith, professor of psychology, U. of Michigan: the cognitive neurosci-ence of categorization and reasoning. David M. Spear, photographer, Madison,

Elizabeth Spires, writer in residence, Goucher College; adjunct visiting asso-ciate professor of creative writing, Johns Hopkins U.: poetry.

Robert C. Stacey, associate professor of faculty, U. of Washington: English Jows in the Middle Ages.

Matthew Stadior, writer, Scattle: fic-Susan Strasser, associate professor of his-

tory and American civilization and direc-tor of the University Honors Program, George Washington U.: a social history of household trash in the United States. Romey Stuckert, artist, Hope, Idaho: painting.

Rosemary Sullivan, professor of English. U. of Toronto: a biography of Gwendolyn

Luke Tierney, professor of statistics. U. of Minnesota; studies in high-dimensional inference problems.

Christopher Tiighman, writer, Cambridge, Mass; instructor in writing, Emerson Col-

California at Berkeley: modern landscape architecture in Europe, 1930-1955. Douglas H. Turner, professor of chemistry, U. of Rochester: model systems for predicting tertiary interactions in RNA. Mark Turner, associate professor of Eng-lish, U. of Maryland at College Park: the

Mary Ann Unger, artist. New York: sculp-

James Webster, professor of music, Cor-nell U.: the analysis of Mozart's operas. Ryan Waldeman, photographer. New

James B. White, professor of law, professor of English, and adjunct professor of classical studies, U. of Michigan: the rhe-John P. Wikswo, professor of physics bilt U.: magnetic imaging of biological, superconducting, and structural

Richard Wilson, composer; professor of music, Vassar College; music composi

Adam Zagajewski, poet and writer, Cour-bevole, France; visiting associate professor of creative writing, U. of Houston: John Zaller, associate professor of political science, U. of California at Los Angeles: the role of information in electoral

Phillip B. Zarrilli, professor of theater and drama and of South Asian studies, U. of Wisconsin at Madison: emotional expression in the kathakali theater of India.

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

ANTHROPOLOGY

Dingo Makes Us Human, by Deborah Bird Rose (Cambridge University Press; 250 pages; \$49.95). An ethnographic study of the Yartalin, an aboriginal people of the Victoria River Valley in Australia's Northern Territory.

Artista Under Vichy: A Case of Prejudice and Persecution, by Michèle C. Cone (Princeton University Press; 300 pages; \$35). Examines conditions for artists in Nazi-occupied France; considers the dif ferent experiences of artists whose work was accepted, artists who were persecut-ed, and artists, in particular Picasso, whose status lay somewhere in-between. Color and Meaning: Practice and Theory in Renalasance Painting, by Marcia B. Hd (Cambridge University Press; 288 ott.) \$6(1). Draws on art-conservation reast) in a study of paintings as both phica objects and cultural products; focuses; how culor and technique courbles: in the culor and technique courbles: in the state of the State Chemistance and

The Stained Glass Art of William by the ton, by Willene B. Clark (Syracuse versity Press; 248 pages; 549.95, by cusses the life and work of Bollon (like 1884), described here as the first may stuined-glass artist in America.

CLÁSSICAL STUDIES

The Subversive Oratory of Andokkien Astice, Ideology, and Decision Making a Democratic Athens, 410-380 S.C. to Anna Missiou (Cambridge University Press; 224 pages; \$54.95). Analyzeric dumental conflicts between the Atlenorator's perceptions and values and the of his audience in the Athenian Asse bly; focuses on the reasons for the assessibly is rejection of his proposals for page

ECOLOGY

Antarotic Birds: Ecological and Behaviol Approaches, by David Freeland Puzz-lee (University of Minnesota Press 31 pages; \$39.95). Includes research onto

PRIZES

Could your school benefit from a Freedom Forum Journalism Professional-in-Residence?

Proposals being accepted

The Freedom Forum Journalism Professionals-in-Residence program is designed to strengthen journalism education by bringing news professionals to campus for full-time appointments. Schools and departments of journalism or mass communication may compete for one of two annual awards of \$75,000 in support of a news professional who would join their faculty for the 1992-93 academic year.

Eligibility: Schools and departments of journalism or mass communication at four-year accredited colleges and universities are eligible to submit proposals for The Freedom Forum Journalism Professionals-in-Residence program.

Application: Proposals should be submitted by the administrative head of the journalism or mass communication unit. The proposal should describe the journalism program, outline how a journalist would contribute to the program's teaching and professional service mission, and discuss the qualifications desired in appointing a journalist to the position. Names of potential journalists may be submitted as part of the proposal.

Selection: Applications will be evaluated by a panel of leading journalists. representing the demographic diversity of the nation and the profession, selected for their recognized contributions to the field in reporting or editing and in their leadership of professional activities.

Schedule: Applications are due May 31, 1992. Winning schools and participating journalists will be announced in June.

Awards: Colleges and universities selected for the Journalism Professionalsin-Residence program will receive \$75,000 in support for the academic year.

For more information contact:



Felix Gutierrez, vice president Journalism Professionals-in-Residence Program The Freedom Forum, 1101 Wilson Blvd., Arlington, Va. 22209 703-528-0800

life in previously unexplored areas of the Palmer Archipelago. ssessments and Decisions: A Study of In-Assessments and December of the American Cathering by Hermit Crabs, by formation Gathering by Hermit Crabs, by R. Elwood and S. Neil (Chupman & Hall: 200 pages; 569.95). Uses hermit crabs as 200 pages; 569.95) and the control of the Catherine how an experimental model to examine how unimals evaluate their environment when gathering food or trying to find a place to

A History of Marxian Economics, Volume II: 1929-1980, by M. C. Howard and J. E. King (Princeton University Press; 396 pages; 560 hardcover, \$19.95 paperback). The final work in a two-volume study of the history of Marxist economic theory; topics include Marxist evaluations of the Great Depression, Stallnism, and capital-ism's "long boom" in the post-World

War II era.
Video Economics, by Bruce M. Owen and
Steven S. Wildman (Harvard University Press; 384 pages; \$35). Discusses the economics and business strategies of the

Schooling Without Labels: Parents, Educa-tors, and inclusive Education, by Doug-las Biklen (Temple University Press; 216 las Biklen (Temple University Press; 216 pages; 539.95 hardcover, \$16.95 paper-back). Describes the experiences of six families whose disabled children are full participants in family life; shows how such an atmosphere of inclusion could be extended to educational, community, and other cartings.

terpreting Films: Studies in the Historical Reception of American Cinema, by Janet Staiger (Princeton University Press; 296 pages; \$45 hurdcover, \$16.93 paperback). Identifies psychological economic, politicul, and social factors that influence audience perceptions of

Man, Women, and Chain Sawe: Gender in the Modern Horrer Film, by Carol J. Glover (Princeton University Press; 288 pages; \$19.95). Uses analyses of "slashpages; 519.99; Uses and satunic-posses-sion films to challenge the idea that the primary power of such movies lies in their ability to make their predominantly male audiences identify with the perspective of a sadistic protagonist; argues that such films work to engage viewers in the plight of often female "victim-heroes" who suf-fer but then overcome their tormenters.

Yenus Geology, Geochemistry, and Geo-physics: Research Results from the Sovi-et Union, edited by V. L. Barxukov and others (University of Arizona Press, 421 pages; \$75). Presents data from more than 20 Soviet missions to the planet over the

HISTORY

Cargill: Trading the World's Grain, by Wayne Brochi (University Press of New England; 1,003 pages; \$35). Truces the history of Cargill, International, from its th-century frontier origins to its leader-ip among the big-five of grain traders. China: A New History, by John King Fair-bank (Harvard University Press; 519 pages; \$27.95). A study of Chinese histo-ry from Neolithic times to the post-Mao

The Dutch-American Farm, by David Steven Cohen (New York University Press; 240 pages; \$45). Describes the emergence of a distinctive Dutch-American regional arbentican versions. subculture among farmers in New York and New Jersey; focuses on the 18th-century development of a new style of farm-house that began to replace forms that could be traced back to prototypes in the History of Women in the West, edited by

Georges Duby and Michelle Perrot (Harvard University Press). Volume 1: From Ancient Goddesses to Christian Saints, edited by Pauline Schmitt Pantel, translated by Arthur Goldhammer (572 pages; \$29.95). The first book in a projected five-volume study of women in Western sociovolume study of women in Western socioties from ancient times to the present.
Ideal Government and the Mixed Constitution in the Middle Ages, by James M.
Blythe (Princeton University Press; 365
pages; 545). Analyzes medieval versions
of the ancient view that the best governments comprise elements of monarchy,
ariatocracy, and democracy; shows how
such ideas were pervasive in high and late
medieval thought before the 16th-century
revival of classical models based on the
work of the Greek historian Polybius.
van and the Cold Wart The Azerbaijan Oriels of 1948, by Louise L'Estrange Fawcett (Cambridge University Press; 272
pages; 554.95). Traces the events that led
to the creation and then the suppression
of a Soviet-supported communist regime
in Iran's Azerbaijan region, an area occupled by Soviet troops in 1941.

1780-1880, by Lisa Wilson (Temple
University Press; 232 pages; \$34.95), Ex-

amines the lives of widows in the urbar setting of Philadelphia and in the rural setting of Chester County at a time when American society was developing a new

Bevens of the First Arkansas Infantry, C.S.A., edited by Daniel Sutherland (University of Arkansas Press; 286 pages journal of his experiences in such famous battles as Chickamauga and Shiloh. Sainted Women of the Dark Ages, edited

and translated by Jo Ann McNamura. John E. Halborg with E. Gordon Whatley Duke University Press; 357 pages; 345 hardcover, \$17.95 paperback). Contains previously untranslated Latin biographies of 18 Frankish women of the sixth and seventh centuries who became

Studies in Peace History, by Peter Brock (Syracuse University Press; 112 pages; \$14.95). Includes previously unpublished casinys on English Lollard pacifists at the end of the Middle Ages, Socinian anti-militarism in 17th-century Poland, pacifisht in Lenin's Russia, and a little-known episode in Gandhi's life in 1918 in which it appeared he was ready to take up arms. he Transmission of Knowledge in Medi-eval Cairo: A Social History of Islamic Ed-

ucation, by Jonathan Berkey (Princetor University Press; 250 pages; \$39,50). De sembes the personal nature of the trans-mission of religious knowledge in Mam-

luk-ruled Egypt (1250-1517). he Village of Cannibals: Rage and Murdor in France, 1870, by Alam Corbin, trauslated by Arthur Goldhammer (Harvard University Press; 176 pages; \$22.95). Explores social and political factors that contributed to a gruesome event in the village of Hautefaye, where in August 1870, a young nobleman who had been falsely accused of shouting republican ns was tortured for hours by a mob

HISTORY OF SCIENCE AND TECHNOLOGY Rhubarb: The Wondrous Drug, by Clifford

M. Foust (Princeton University Press 376 pages; \$35). Traces the history, from the Renaissance to the 20th century, o European trade and scientific interest in medicinal rhubarb, an Asian plant valued by physicians for its cuttartia qualities.
Selence Under Control: The French Academy of Solences, 1785-1914, by Maurice Crosland (Cambridge University Press: 472 pages; \$120). Discusses the institutional history and admittance procedures of the French scientific society from the

academy presidencies of George's Cuvier o Jules Henri Poincaré

Relative Henri Politicare.
Relative Engineer and Socialist, by Romati Klane Gohns Hopkins University Press; 392 pages, \$39,95). An intellectual hangraphy of Charles Proteus Steinmetz (1865-1932), the American electrical engineer who was forced to leave his name Germany in 1888 because of his socialist activities and later became the chief consulting engineer of the General Electric

The Constitution in Conflict, by Rubert A. Burt (Harvard University Press; 480 pages; \$29.95). Challenges the prevailing Hamiltonian view of judicial supremacy in U.S. constitutional interpretation and argues, along the lines of James Madison and Abraham Lincoln, for an egalitarian is equal but not superior to that of the other two branches of government.

LITERATURE

Apposition in Contomporary English, by Charles F. Meyer (Cambridge University Press; 152 pages; \$39.95). Analyzes the

characteristics and usage of apposition in various forms of American and British

various forms of American and American speech and writing.

Early Stevens: The Miotzechean intertext, hy B. J. Leggert (Juke University Press; 285 pages; 534.95). Truces the German philosopher's influence on the work of the American poet Walkee Stevens, with particular reference to the latter's views on femininity, virility, and poetry; focuses on poems published from 1915 to 1935.

Ezra Pound and the Symbolist Inheritance, by Scott Hamilton (Princeton University Press; 272 pages, \$35). Discusses the

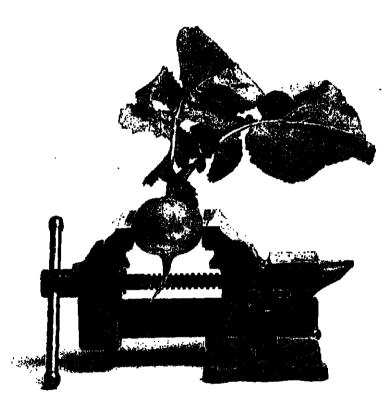
Press; 272 pages, \$35). Discusses the American modernist poet's debt to a wide range of French Romantic and Symbolist poets, including Theophile Gautier, Tristan Corbière, and Jules Laforgue. Flotional Realism in Twentleth-Century Chinas Mao Oun, Lao She, Shen Congwen, by David Der-Wei Wans (Columbia University Press; 384 pages; \$45). Describes the three writers' pivotal role in developing the realist tradition of their predecessor Lu Xun (1881-1936). Mark Twaln and the Feminine Aesthetic, by Peter Stoneley (Cambridge University

by Peter Stoneley (Cambridge University Press: 224 pages: \$44.95). Shows how Twain was influenced by un "Ideology of gender" that he also sought to manipulate

Continued on Following Page

Solution

Good Value



LEGEND

With all the cutbacks in recent years, do you ever feel as though you're squeezing blood out of a turnip? AMS delivers value - by offering effective software solutions to the problems facing administrators today. The LEGEND series of applications addresses everything from financial management and human resources to student information and fund raising. Find out why over 100 Colleges and Universities have selected AMS's LEGEND series of administrative software products. For more information call us toll free at 1(800) 255-6405.



American Management Systems, Inc.



C1981 by AMS. "AMS" and "LEGEND" are registered trademarks of Amorican Management Systems, Inc.

NEW SCHOLARLY BOOKS

Continued From Preceding Page to his own ends; draws on the whole body of his writings from Hackleherry Finn to isolated autobiographical fragments.

The Passion of Emily Dickinson, by Judith Forr (Harvard University Press; 390 pages; \$29.95). Describes the American

poet as a cultivated mid-Victorian who incorporated her knowledge of painting and literature into her writing; considers for example, metaphoric codes in her cy-cles of love poetry written for her sisterin-law Sue and for the "Master," here identified as Samuel Bowles.

Poetry and Pragmatism, by Richard Poirier (Harvard University Press; 228 pages; \$22.95). Explores links between American pragmatism and American poetles through a study of Emerson, William James, Frost, Stein, and Stevens.

Shakespoare: The Later Years, by Russell Fraser (Columbia University Press; 380 pages; \$27.95). Completes a two-volume biography of the playwright, covering the period from 1594 to his death in

Shamanism and the Eightsenth Century. hy Gluria Flaherty (Princeton University Press; 321 pages; \$35). Shows how 18thcentury intellectual and artistic circles goined and used information about shamans and shumanic cultures from ac-counts given by missionaries, peographers, and other travelers; develops, for example, an interpretation of Guethe's Faust that describes Faust as the modern

An Extension of Casson's Invariant, by Kevin Walker (Princeton University Press: 128 pages; \$39.50 hardcover \$16.95 paperback). Describes an invariant, \(\lambda\), of oriented rational homology 3-

Addresses of Publishers

Cambridge U. Press, 40 West 20th Street, New York 10011. Chapman & Hall, 29 West 35th Street, New York 10001.

Columbia U. Press, 562 West 113th Street, New York 10025

Harvard U. Press, 79 Garden Street, Cambridge, Mass. 02138.

New York U. Press, Washington Square, New York 10003. Princeton U. Press, 41 William Street, Princeton, N.1. 08840

Southern Illinois U. Press, Box 3697. Carbondale, III. 62902

Syracuse U. Press, 1600 Jamesville Avenue, Syracuse N.Y. 18244 Temple U. Press, Broad end Oxford Streets, Philadelphia 19122 U. of Arkansse Press, Fayatteville, Ark. 72701

U. of Arizona Press, 1230 North Park Avenue, Suite 102, Tucson, Adz.

U. of Minnesota Press, 2037 University Avenue, S.E. Minnespolis

U. of Notre Dame Press, Notre Dame, Ind. 48556 U. Press of New England, 171/2 Lebanon Street, Handyer, N.H., 03765

Johns Hopkins U. Press, 701 West 40th Street, Suite 275, Baltimore

Duke U. Prese, 6697 College Station: Durham, N.C. 27708

liam; Lukees and the Marxist View of Reason, by Tom Rockmore (Temple University Press; 328 pages; \$44.95). study of the Hungarian philosopher Georg Lukács (1885-1971); describes his

Georg Lukacs (1885-1971); describes his role as the leading proponent of the Marxist theory of reason, and his connections with German Neo-Kantianism.

Justifying Law: The Debate Over Foundations, Goela, Methods, by Raymond A. Belliotti (Temple University Press; 320 pages; \$49.93). Analyzes different philosophical perspectives on law and judicial decision making, including legal realist, legal formalist, Marxist, and feminist approaches.

The Reality of Meaning and the Meaning of "Reality," by Eddy M. Zemach (University Press of New England; 220 pages; \$451. Challenges relativistic interpreta-tions of the work of the Austrian philosopher Ludwig Wittgenstein. Selected Writings of James Hayden Tufts,

edited by James Campbell (Southern Illi-nois University Press; 496 pages; \$45). Critical edition of writings by the Ameri-can philosopher Tufts (1862-1942), hest known for his collaborative work with

John Dewey.

A Structuralist Theory of Logic, by Arnold
Koylow (Cambridge University Press;
416 pages; \$69.50). Develops a new theory of logic that does not require ele-ments of logic to be based on a formal

language.
Two Paths Toward Peace, by Donald Scherer and James W. Child (Temple University Press; 336 pages; \$39.95). Discusses the nature and practical implication tions of two moral positions—pacifism and "minimal justified violence."

The Urgings of Conscience: A Theory of Punishment, by Jacob Adler (Temple University Press; 316 pages; \$44.95). Ex-

PSYCHOLOGY

Character Structure and the Organization of the Self, by Lawrence Josephs (Coumbia University Press; 288 pages; \$50). Discusses the development of psychonalytic theories of character structure from Sigmund Freud to Heinz Kohut, then proposes a new approach based on the phenomenology of self-experience.

amines the issue of why wrongdoors are morally bound to submit to punishment

by the state; draws on the social-contract theory of John Rawls to develop a "recti-ficatory" theory of punishment.

The Constitutional Logic of Affirmative Ac-tion, by Ronald J. Fiscus, edited by Ste-

phen L. Washy (Duke University Press; 170 pages; \$17.95). Defends affirmative

action programs in terms of a theory of distributive justice in which the distribu-

tion of apportunities would be propor-tionate to the gender and racial composi-

tion of the society. Democracy and Foreign Policy: The Fallacy of Political Realism, by Miroslav Nincic

of Political Realism, by Mirosiav Nincia (Columbia Buiversity Press; 224 pages; 537.50). Challenges the notion that the institutions of liberal democracy are in-compatible with an effective foreign poli-

Constitution in the Thought of Alexander Hamilton, by Harvey Flaumenhaft (Duke University Press: 326 pages: \$32.50). Ex-

plores the American founder's thought on popular representation, efficient adminis-tration, and the importance of an inde-

tration, and the importance of an inde-pendent judiciary.

Shows of Force: Power, Politice, and Ideol-ogy in Art Exhibitions, by Timothy W. Luke (Duke University Press; 264 pages; \$37.95 hardcover, \$15.95 paperback). Ex-plores the expression of cultural ideology and political power in art exhibitions; for

cuses on exhibitions of art about or from the American West, and on exhibitions of

The Scolal Origins of Egyptian Expansion-ism: During the Muhammad 'Ali Period, by Fred H. Lawson (Columbia Universi-

ty Press; 224 pages; \$40). Draws links be-

tween domestic political conflict in Egypt and the country's expansionist foreign policy after 1810.

POLITICAL SCIENCE

"Church and Age Unite!": The Modernlet Impulse in American Catholicism, by R. Scott Appleby (University of Notre Dame Press; 296 pages; \$29.95). Traces the influence of modernism on Catholic intellectual life from 1895 when Father John Zuhm attempted to reconcile Ca tholicism with post-Darwinist theories o evolution to 1910 when former priest Wi liam L. Sullivan published his *Letters to* His Holiness Pope Plus X, repudiating

Roman authority. ithful Persuasion: In Aid of a Rhetoric of Ordination Theology, by David S. Cun-ningham (University of Notre Dame-Press; 318 pages; \$29.95). Draws on the rhetorical thought of Aristotle and later Aristotelian rhetoricians in a study of Christian theology as a form of persua-sive argument.

FELLOWSHIPS, PRIZES

THE ABE FELLOWSHIP PROGRAM

The Social Science Research Council (SSRC), the American Council of Learned Societies (ACLS), and the Japan Foundation Center for Global Partnership (CGP) are now accepting applications for the 1992-1993 Abs Fellowship Program. The Program's aim is to encourage international multidisciplinary research on topics of pressing global concern in order to foster development of a new generation of researchers interested in longrange policy-relevant topics. The Abe Fellowship Program seeks especially to encourage a new level of intellectual cooperation between Japanese and American research communities in order to build an international network of scholars committed to and trained for advancing global understanding and

■ Abe Fellowships are designed to provide support for Japanese and American research professionals with a doctorate or with an equivalent level of professional training as well as third country nationals affiliated with an American or Japanese institution. Applicants should be interested in conducting research in the social sciences and the humanities relevant to any one or combination of the following themes: global issues, problems common to advanced industrial societies, and issues that relate to improving U.S.-Japan relations.

■ Abe Fellows will be eligible for up to 12 months of full-time support although fellowship tenure need not be continuous. Terms of the fellowship are flexible, and are almed at meeting the differing needs of Japanese and American researchers at different stages in their careers.

■ Fellows will be expected to affiliate with an American or Japanese institution appropriate to their research aim, and the Fellowship will typically be used for extended residence in the country of study and research.

■ Application forms may be obtained from the Social Science Research Council and must be accompanied by a ten page statement of the proposed research activity. The deadline for submission of applications is September 15, 1992. The awards will be announced by the end of November for the 1993-94 year. For further information about eligibility or to request an application contact:

> The Abe Fellowship Program The Social Science Research Council 605 Third Avenue, New York, NY 10158 Tel: (212) 661-0280 Fax: (212) 370-7896

ANNOUNCEMENTS of fellowships, lectureships, and prize competitions appear every week in the Scholarship pages of The Chronicle of Higher Education. For advertising rates and other information, call: (202) 466-1080. Or write: Display Advertising Department, The Chronicle, 1255 23rd Street, N.W., Washington, D.C. 20037.

EDUCATORS

insurance, student fees, supplies already in the U.S. are ineligible.

Announces . . .

NAFSA Central European

INTERNATIONAL Assistance Awards

Grants to assist graduate and upper division undergraduate students from Albania Bulgaria, Czerhoslovakia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania and

the former Yugoslav Republies, under guidelines outlined by the U.S. Information Agency (USIA) are available to U.S. colleges and universities. The grants are intended to support additional expenses of qualified students, beginning their studies in the 1992-93 academic year, who have already been awarded substantial financial assistance by the institution. but who have already been awarded substantial financial assistance by the institution. but who have demonstrated further function level. The USIA

tance by the institution, but who have demonstrated further financial need. The USA program for 'top up' funds can be used for transportation, books, room, board insurance, student fees, supplies, etc. Funds cannot be used for tuition. Students

Students in the following fields are eligible: democratic institutions (education, journalism, natural sciences, social sciences, public policy, public administration and humanities - excluding the fine arts); economic restructuring (economics, business, commercial law, banking, energy, small business development, marketing, trade and investment); and quality of life (health, medicine, computer science, environmental studies, housing, labor and agriculture). Preference will be given to students in the fields of public policy and public administration. The Program will provide grants to institutions for one year, of \$3,000 - \$10,000 per student. Institutions must be prepared to disburse funds without an administrative charge to NAFSA or USIA.

Application deadline is June 5, 1992. Funding for this program is being provided by the USIA. Grants will be awarded subject to the availability of funding. For application packet and specific guidelines contact Gail A. Hochhauser, Director, Balite/East Central European Assistance Awards Program, NAFSA: Association of International Educators, 1875 Connecticut Ave., NW, Suite 1000, Washington, DC 20009-5723.

Tel: (202) 939-3124, Fax: (202) 939-3115

Baltic and East

PRIZES

THE BAXTER FOUNDATION HEALTH SERVICES RESEARCH PRIZE

For 1992

Has Been Presented to

JOHN D. THOMPSON AND ROBERT B. FETTER Yale University

For Distinguished Contributions to the Health of the Public Through Health Services Research

By The

Association of University Programs in Health Administration

AUPHA

1911 North Fort Myer Drive, Suite 503 Arlington, Virginia 22209

Faced with an uncertain financial outlook, the comparative-literature department at the University of

in the coming year.
Ronald W. Sousa, department chairman, says letters were sent to graduate students explaining that two senior professors might be leaving and that it was unclear how soon they could be replaced.

Minnesota has warned graduate

students that it may not be able to meet all of their academic needs

"The coilege has made a commitment to eventually replace any faculty losses," he says. "But in the short term, there is some question if we can deliver the program we might otherwise have." He adds: "We are being

extremely careful that we don't get people here for whom we cannot do a good job."

The department has seven fulltime faculty members. The departure of the two professors, both women, would leave it with a void in several areas of study, including feminist approaches to literature, Mr. Sousa

Russell R. Menard, associate dean of the College of Liberal Arts, which houses the department, says he expects that the university will have to limit the number of faculty searches next year because of budget uncertainties. "We have a good program in comparative literature, and we don't want to see it decline," he says.

Mr. Sousa says graduate students have reacted positively to the letter. "Our recruitment may actually have gained," he says. "Students were pleased we were above board about this."

A group of publishers who have sued a Michigan photocopying store for copyright infringement won an early round in the case this month when a federal judge issued a preliminary injunction against the business.

The injunction requires Michigan Document Services and its owner, James M. Smith, to stop infringing on the copyrights of the plaintiffs-Princeton University Press, St. Martin's Press, and the Macmillan Publishing Company's Free Press

The three publishers contend that Mr. Smith and his company have prepared and sold course anthologies without obtaining copyright permissions. Mr. Smith disputes the allegations. In an interview, he said he didn't plan to back down. He contends that the process of securing copyright permissions is unreasonable, costly, and time-consuming.

Instead of obtaining prior permission, Mr. Smith has charged customers one cent a page for royalties, and plans to pay publishers

In granting the injunction, U.S. District Judge Barbara Hackett said that Mr. Smith had "closed his eyes to a substantial responsibility that is

Personal & Professional



Jane Gallop, an English professor at U. of Wisconsin: Academics need to write for a general audience. "There are mass publications, lots of them. We have to learn how to write for them."

2 New Groups Hope to Organize the Academic Left Against Conservative Scholars and the NEH

By SCOTT HELLER

Two new scholars' groups formed to defend the academic left wing hope to attract attention and members by aiming at a common target-the current direction of the National Endowment for the Humanities.

Members of Teachers for a Democratic Culture and the Union of Democratic Intellectuals agreed at their first meeting, held here last week, to remain distinct groups rather than merge. "Having one group in which people are constantly struggling over the direction of the group is no bargain," said Paul Lauter, professor of English at Trinity College in Connecticut, and a member of the organizing committee of the Union of Democratic Intellectuals.

The groups, which have attracted about 1,300 members between them, were formed to defend multiculturalism, feminism, and other new scholarly approaches, and to fight conservative attacks on culture and education. At the meeting, members agreed to develop a joint newsletter or magazine. They also spoke about the creation of an umbrella organization under which both would be housed

Differences Not Settled

But lingering differences about the scope of their efforts, especially in regard to non-academic politics, were never settled. Several speakers, including Stanley Aronowitz, a professor of sociology at the City University of New York's Graduate Center, called for a broad left-wing coalition to address political and social inequal-

"This must be a movement that goes beyond faculty members, tenured or otherwise," said Mr. Aronowitz, a founder of

the intellectuals' group, "If we don't dig in at the local level, we will be sunk."

Teachers for a Democratic Culture, on the other hand, has assumed a higher profile on national educational policy matters. A first project: Fighting the eight recent nominations to the council that oversees the National Endowment for the Human-

In a statement issued after the meeting, Teachers for a Democratic Culture criti-

"This must be a movement that goes beyond faculty members, tenured or otherwise. If we don't dig in at the local level

we will be sunk."

minations be tabled.

cized the "undue influence of politics in the Bush Administration's approach to culture and the arts" and asked that the

"None of the nominees does work in areas of the humanities outside the European tradition," said Gregory Jay, professor of English at the University of Wisconsin at Milwaukee. "There is a false aura of diversity because the nominees include women, blacks, and Hispanics. But there's no intellectual diversity."

The group asked the Senate to appoint an independent panel to review the "general direction" of the agency under Chairman Lynne V. Cheney. The organization had previously criticized Mrs. Chency for overloading the council with conservatives

and professors opposed to new scholarly

Mr. Jay and Gerald Graff, professor of English at the University of Chicago, founded Teachers for a Democratic Culture. Mr. Graff said the fight against the nominees would help gain visibility for the new organization, which in eight months has attracted nearly 900 members.

An Organized Attack

The joint meeting attracted 125 people, most of them members of one of the two groups. Participants heard from professors who outlined what they saw as a highly organized conservative attack against college and university reforms. The assault has been waged with financing from conservative foundations through such groups as the National Association of Scholars and with the complicity of news organizations, scholars said.

"Academics need to do less analysis and debate, which we have been trained to believe are decisive in the academic world, and more activism, which the right has shown us is decisive in the political and cultural world," said Ellen Messer-Davidow, associate professor of University of Minnesota.

The success of the National Association of Scholars gave the meeting a worried, if not paranoid, air. A few attendees objected to the taping of sessions. And there were worries that members of the opposing side were in attendance.

They were.

Joseph S. Salemi, an adjunct professor of English at Hunter College of the City University of New York and New York University, attended the meeting and will Continued on Following Page



Academic Left Wing Hopes to Rally Against Conservatives and the NEH

Continued From Preceding Page mass publications, lots of them. report on it for Measure, a newslet- We have to learn how to write for ter published by a conservative acthem," she said. ademics' group called the University Centers for Rational Alternathey get credit for such work, she tives. "I think they're very badly added. Now, she said, "we are organized," he said in an interview punished for doing it." afterwards. "They're trying to put together an organization from

Exacerbated Tensions

portrait of campuses split by racial ganizations highlight the economic and political tensions. The disagreements have been exacerbated tion institutions currently are facby conservative scholars and a ing. hostile media, they said. Critics have successfully linked multicultural curricular reform and affirmative action to generate a white backlash, said Troy Duster, professor of sociology at the Universiterested in multiculturalism and

ty of California at Berkeley. lish at the University of Wisconsin

Trends and Indicators

Pension Money in the Stock Market

130.40 Merch 1991 136.40

Index: March 31, 1989 - 100

One-Year Percentage Increases in Median Salaries

3.3

7.1

8.3%

6.2

5,0

11.0

6.7

5.2

5.2

4.9

3.4

of College Administrators

Type of institution

Two-year

Executive

Academic

Administrativ

Student affairs

Professors need to insist that

Higher education's fiscal crisis was a backdrop to several of the papers presented.

George Yudice, an associate professor of Spanish at Hunter, At the meeting, speakers drew a suggested that the two scholars' orpressures that public higher-educa-

'Identity Politics'

To concentrate merely on literary politics would be a mistake, he said. Currently, academics are in-Jane Gallop, a professor of Eng- explore how gender, racial, and fight against the NEH nominees will help it gain visibility. sexual identities are influenced by at Milwaukee, suggested that aca- cultural factors. "You need to ap- shortchanged in terms of redemics needed to learn how to re- peal to white, middle- and workingfute misrepresentations by writing class youth—not to make them feel books, articles, and book reviews good about multiculturalism but to for a general audience. "There are talk to them about how they're

stocks by the 🚶

5.3% 4.5% 5.4% 2.6%

5.7

4.0

5.2

5.5

5.9

5.0

3.1

3.0

1.6

3,0

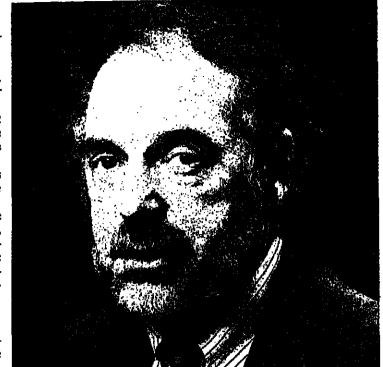
3.1

2.3

3.2

2,2

Equities Fund had a



'identity politics," in which they Gerald Graff, a co-founder of Teachers for a Democratic Culture: The

sources," he said.

Ashley Smith, a graduate stugroup on his campus called Teach-Culture, which he said would focus on inequities in local schools and

interview. "I want to see a desegregated classroom.'

But Deborah Rosenfelt, profesdent at Brown University, started a sor of women's studies at the University of Maryland, urged scholers and Students for a Democratic ars not to alienate the many people who are already being reached through the everyday processes of colleges. "A desegregated syllabus curricular change. Connecting organize people around misery and is not good enough," he said in an campus change to political move- anger.'

ments away from the campuse will drive away some potential at lies, she warned. "Not everyone is going to be able to hear and respond to the language we often the to make these connections," she

Personal & Profession

Mr. Jay said chapters of Teach ers for a Democratic Culture had started up in New England, in New York, and on the campus of the University of Illinois at Urban-Champaign. Some 75 people have volunteered to organize chapters around the country, he said. Onenizers are also at work in scholarly fields such as art history, classic, comparative literature, history, and sociology.

'They Do Have a Lot of Money

They have their work cut out for them. On the final morning, when the groups held a session on how to organize at the local level, fewer than 20 people showed up. They mused over the appearance of a quarter-page advertisement for the National Association of Scholar in that morning's New York Times.

But Mr. Graff and Mr. Lauter, veteran of 1960's political movements, said they were unfazed by the opposition. "They do have ald of money," said Mr. Lauter. But he said he doubted that a group with a purely negative message could have a long-term appeal. "In the long run," he said, "it's hardto

FACULTY NOTES

■ Instructor claims he was fired because of his military activity

■ Jury says law school did not discriminate against white males

■ Faculty-union leaders condemn Bush's order on fee refunds

An instructor at El Paso Community College has sued his institution, claiming his contract was terminated because of his participation in the U.S. Naval Reserve. He also claims his superiors called his military uniform "vulgar."

The instructor, Brian Grady, teaches in the college's law-enforcement program and serves as a Navy campus-liaison officer. His duties include recruiting minority students into the Navy.

Mr. Grady was notified in December that, after five years of teaching, his contract would expire at the end of this academic year. He was given no reason, he says.

"I had no problem until the Gulf war started," he said. "I have to uniform on campus." He says his superiors repeatedly harassed him But his lawyer, Rich

Those charges were denied by Bud Canuteson, discipline coordinator for the law-enforcement program, and Linda Luehrs, acting dinamed as defendants in the law-

Mr. Grady also says Ms. Luchrs told him his uniform was "vulgar this school would hire if nobody and disgusting," and told him to go but white males were hired." home and change. Ms. Luchrs de-

nied that, but would not comment sors, eight are minority-group further. In a prepared statement, members and 10 are women. Mr. Canuteson said he did not oppose Mr. Grady's recruitment activities and had played no role in

the decision to end his contract.

A federal jury this month decided that the University of Wisconsin's law school did not discriminate against a white man when it instead hired seven minority professors over a three-year period.

E. H. Reise, a graduate of the preme Court decision. They said law school, sued the school, claiming that faculty hirings made under the so-called Madison Plan dis- units, which, they said, had long criminated against white men. The been required to separate expense think that they opposed our govplan is aimed at increasing the profor political activities from those ernment's action, and I was the portion of minority students and

for supporting the war, and threat-said Mr. Reise would appeal. The (AFL-CIO) accused Mr. Bush ened to dismiss him if he did not fact that the law school had used a playing election-year politics. curtail his military activities on the special fund earmarked for minority hiring was evidence of discrimination against whites, he said.

of the law school, said Mr. Reise was not as qualified as the minority vision chairwoman for public serv- professors hired. While he had ice and applied arts. Both were graduated in the top 5 per cent of his class, he had no background in funds. academic law, Mr. Thain said, adding: "He is not the kind of person derive from unions, non-union

Of the law school's 50 profes-

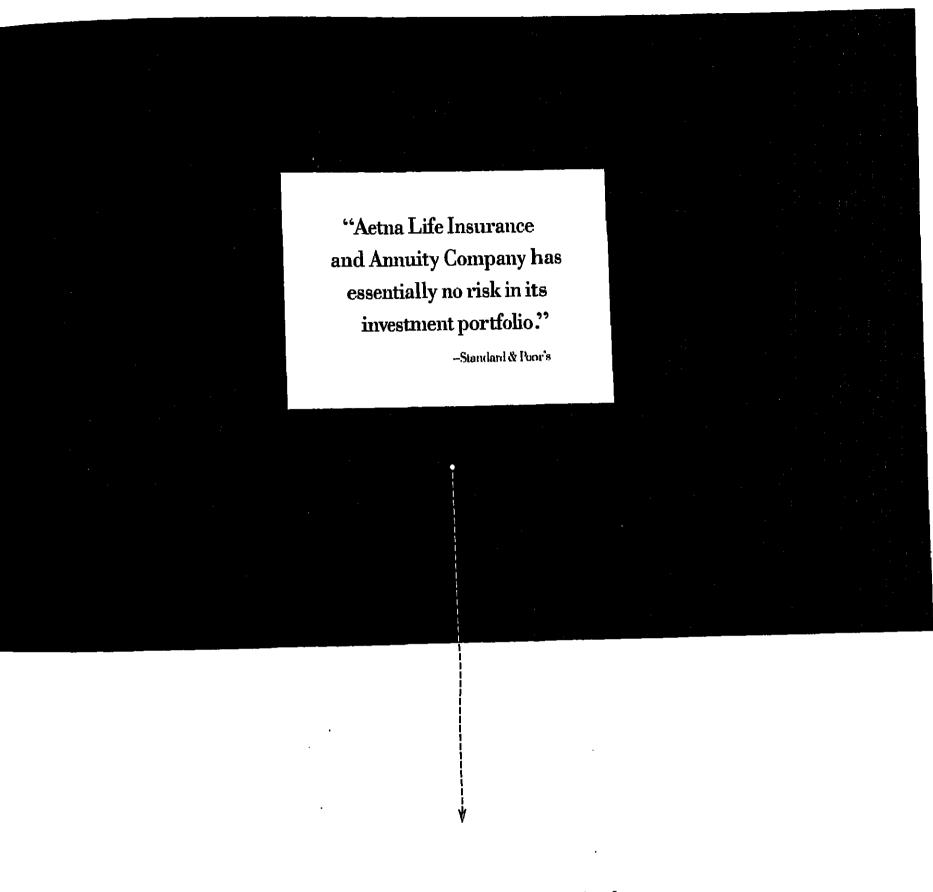
-CAROLYN J. MOONE

Faculty unions reacted augi -KATHERINE S. MANGAN ly last week to President Bush's order requiring federal con-tractors to notify their non-union employees that they do not have to pay for a union's political activities. Union representatives blasted

the President for making what was largely a symbolic gesture, since the order enforces a 1988 U.S. Suthe order would have little impact on faculty collective-bargaining associated with bargaining. None easiest target because I wear my professors at the Madison campus. theless, officials at both the Mr. Reise could not be reached. tional Education Association and

the order, which will require institutions that receive federal con-Gerald J. Thain, associate dean tracts to notify workers of their rights, would cost unions millions of dollars in lost fees. But union officials said they expected few non-union members to seek re-

To pay for the benefits that they members are required to pay socalled agency fees in lieu of union dues. -- COURTNEY LEATHERMAN



Who says you can't find good news in the business section? At a time when most people would rather skip the business section and turn right to the comics, Aetna Life Insurance and Annuity Company' has some very good news. Moody's reports, "ALIAC's asset quality is excellent." Duff & Phelps says ALIAC has "the highest claims paying ability" and a "high quality, conservatively managed investment portfolio."

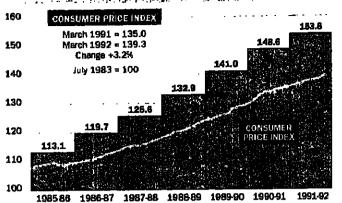
This may be the best news our customen read all day. Aetna. A policy to do more.





QEORGIA-Cont.

Faculty Pay and the Cost of Living



Average Faculty Salaries Rise 3.5%; Smallest Increase in 20 Years

Continued From Page AI er education continues to be grim, Mr. Hamermesh said: "It's hard to see why people should want to go into this business."

a campus from one year to the en, up from 28.3 per cent last year. next. That excludes faculty members who retired or were newly hired. The average pay increase for fessors were \$65,190 at doctoral incontinuing faculty in 1991-92 was stitutions, \$53,880 at comprehen-4.3 per cent—the lowest increase sive institutions, \$47,860 at baccafor that group in 20 years.

Public's Negative Attitude

While the recession is partly to blame for the reduced increases, cause was the American public's negative attitude toward higher ed- \$38,860 at two-year colleges. ucation. "The voters don't seem to Average salaries for assistant want to put the money into higher education," he said.

public institutions rose 2.9 per baccalaureate institutions, and cent; the average salary for profes- \$33,150 at two-year colleges. sors of all ranks at those institutions was \$45,260.

By comparison, salaries for faculty members at private, independently operated colleges rose 4.7 per cent, while those at church-related institutions rose 5.5 per cent. Their average salaries were \$50,030 and \$39,020, respectively.

While the disparity between pay raises at public and private institutions has existed for years, this academic year it "was more pronounced than at any time during the previous decade," according to Mr. Hamermesh's analysis of the survey results. His essay accompanies the survey results in the March-April issue of the AAUP magazine, Academe, that is being ssued this week.

In his essay, Mr. Hamermesh at- rate for several months, tributes the "slow growth of salaries in public institutions" in part to the "fiscal crises that have plagued state budgets." The situation is unlikely to improve much in 1992-93, he said in an interview.

college employees to get small pay raises this year. A 1991-92 survey by the College and University Personnel Association showed that median salaries for campus administrators rose by just 2.6 per cent this academic year, the smallest increase in four years.

The AAUP survey, based on in- Street, N.W., Suite 500, Washingformation from 2,074 institutions, ton 20005; (202) 737-5900.

examines salaries in effect at the start of academic 1991-92.

Average salaries for women continued to lag behind those for men. However, more women entered The survey calculated a separate the ranks of the faculty this acaaverage pay increase for "continu- demic year. About 29.1 per cent of ing faculty," or those who were on all professors in 1991-92 are wom-

Other findings of the survey: Average salaries for full prolaureate institutions, and \$47,300

at two-year colleges. ■ Average salaries for associate professors were \$46,290 at doctoral institutions, \$43,010 at compre-Mr. Hamermesh said another hensive institutions, \$37,680 at baccalaureate institutions, and

professors were \$39,120 at doctoral institutions, \$35,720 at compre-Salaries for faculty members at hensive institutions, \$31,500 at

> Average salaries for faculty members varied widely by discipline. The lowest average salaries went to people in the performing arts; the highest were paid to lawschool professors. (The survey does not include salaries for medical-school faculty members, who are often among the highest paid of all university employees.)

 Benefits made up 19.6 per cent of total faculty compensation, up from 19.3 per cent last year.

The 1991-92 survey calculated inflation rates in a new way. In the past, it used a July-to-June inflation rate, so salaries for 1990-91 were contrasted to an inflation rate for the period of July 1990 to June 1991. That method required survey officials to forecast the inflation

Some Differences

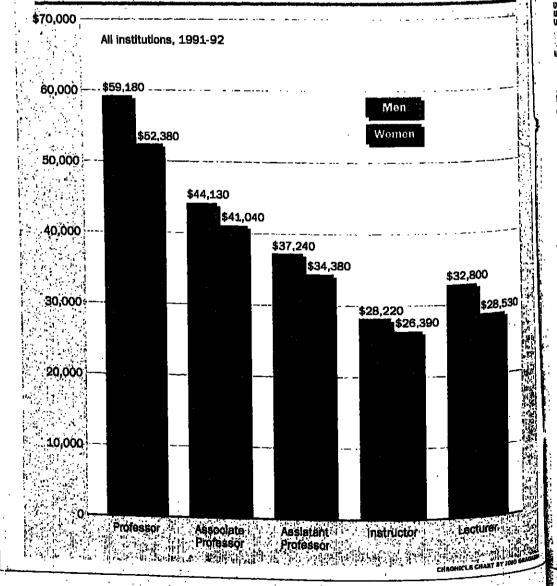
This year's survey computes the inflation rate for a period from December to December. The change means some figures in the latest re-Faculty members aren't the only port differ from those published

The survey data were compiled by Maryse Eymonerie Associates. consultants to the AAUP. Copies of the March-April 1992 issue of Academe can be obtained for \$40 from the American Association of University Professors, 1012 14th

Average Faculty Salaries for 1991-92

	AII		lj Publio		Private, Independent		Church-related	
Doctoral institutions	Salary	1-year increase .	Salary	1-year Increase	Salary	1-year Increase	Salary	1-700
Professor	\$65,190	3.1%	\$61.950	2.5%	\$76.890	4.8%	\$68,140	5.3
Associate professor	46.290	3.0	45,090	2.4	51,700	4.8	48,720	5.7
Assistant professor	39.120	3.3	38.030	2.8	43,630	4.6	40.630	4.9
Instructor	27,670	3.2	26,610	2.7	33,220	4.0	34,710	
Lecturer	32,510	<u>-</u>	32,250		34.090	-1,0	29.280	6,8
M	51.080	3.1	48,930	2.6	60.260	4.7	51.820	<u>.</u> 5.4
	01,000	3,1	70,030	4.0	90,200	7.1	21,020	5.4
Comprehensive institutions			A=0 ==0		AT 4 000	4 504		
Professor	\$53,880	3.6%	\$53,750	3.2%	\$54,980	4.3%	\$53,350	4.
Associate professor	43,010	4.0	43,020	3.6	43,330	4.7	42,620	5.
Assistant professor,	35,720	4.4	35,730	3.9	35,700	5.0	35,690	6.
natructor	27,310	4.6	27.210	4.5	27,250	4.5	27,890	5.
ecturer	27,410	_	26,990		28,890	_	35,460	
WI	43,440	3.9	43,490	3.5	43,670	4.6	42,790	8
Recelaureate Institutions			•					٠.
Professor	\$46.860	4.3%	\$47,480	2.8%	\$52,230	4.5%	\$41,980	5
Associate professor	37.680	4.4	39,150	2.8	40,220	4.6	34,910	
Assistant professor	31.500	4.8	32,580	3.1	33.370	5.1	29.580	
nstructor	25.830	4.2	26,390	2.8	27.510	5.4	24.680	
ecturer	28,250	7.4	27,300		34,620	<u> </u>	22,390	. 7
W	37.260	4.5	37.890	2.9	40.920	4.7	34,090	
	01,200	4.0			,	••••	- 1,000	
2-year institutions with academic ranks							٠.	
rofessor	\$47,300	3.8%	\$47,700	3.8%	\$37.180	4.9%	\$32,140	• 4
Associate professor	38,860	3.2	39,300	3.2	29.880	4.3	27.740	. 5
Assistant professor	33,150	3.4	33,550	3.4	26,520	4.3	24.010	2
nstructor	27.610	4.2	27.950	4.1	21.100	4.6	22,360	
ecturer	23,710	7.2	23.820	T. J.	,			. :
WI	37,760	3.6	38,210	3.6	28.400	4.5	26,610) 4
•			,		,			•
2-year institutions without reademic ranks								
M	\$38,060	3.0%	\$38,220	3.0%	\$29,210	5.9%	\$26,150)
				-1	- -			
All institutions except those without scademic ranks	_							٠.
Professor	\$58.220	3.4%	\$57,370	2.8%	\$66.060	4.6%	\$49,486	0 1
Associate professor	43.260	3.5	43,420	2.8	45.570	4.7	39,300	-
Assistant professor	36.060	3.8		3:2	37,820	4.8	32,620	
Instructor	27.170	3.9	27,180	3.2	28,470	4.6	25,94	
Lecturer	30.470		29.990	a.o	33,260	4.0	28.18	- ''
Alf	45.360		45.260			4.7	39.02	
FMI	40,300	3.0	40,400	· 2.9	50,030	4.7	35,02	

Average Faculty Salaries for Men and Women by Rank



FACT FILE

Personal & Professional

Average Faculty Salaries at 1,800 Institutions

Here are the average faculty salaries by rank at more than 1,800 colleges, universities, and multi-campus systems in 1991-92.

The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a ninemonth work year. The figures cover full-time members of each institution's instructional staff except those in medical schools.

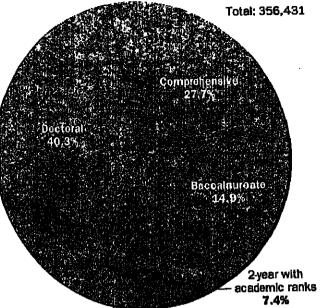
The designations I, IIA, IIB, III, and IV are defined in the rating table (below right), which gives the percentile distributions of salaries for each academic rank.

Average faculty salaries for institutions without ranks, most of which are two-year colleges, appear in a table on Page A22.

A dash appears whenever an institution has fewer than six faculty members in a given rank. A blank space indicates that the institution has no faculty members at that rank. The tables omit footnotes qualifying the information reported by some institu-

The figures were complied by Maryse Eymonerie Associates for the American Association of University Professors.

Faculty Members by Type of Institution, 1991-92

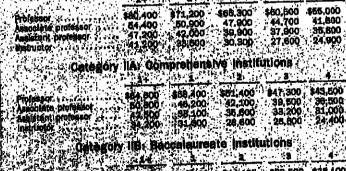


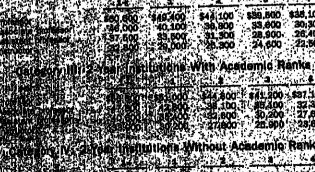
CONNECTICUT-Cont

2-year without academic ranks 9.8% Total does not equal 100 because of rounding.

		1	ILLINOIS			
		Ê	Igustana C, IIB 61.4 41.1 Irora U, IIB 40.0 36 3 Irora C, IIB 44.1 32 0	2 31.	2 29	.6 .0
		١	d of Governora U's Eastern Illinois U. IIA . 42.4 35	2 32 3 32		? 7
		1	Nonheastern III U. IIA 42.5 34 Western Minols U. IIA 43.9 37	8 32	.8 2	1.3 5.7
		- 13	Mengo Theol Sem. IIA . 50.0 -	· 1 –	-	J. 1
		- 10	of Saint Francis. IIB . 42.4 39			_
			oncordia V. IIB 36.6 30 De Paul V. IIA 63 9 4B			3.4
		l'	Omburst C, UB 48.0 39			8.9
			ureka C. liB 37.1 32		.7	-
			3errett-Evangolica)	1	ı.	
,		- I	Theological Som, IIA 49.7 -	.0 2	38	_
		- 1	Giecovillo C. UB		2.4	
		- 1	Illinois Bo of Regents			
		L	Regency U's Sys	\ _	1	
		- 1	Hinois St U. L 50.6 39		3.7 4.3 2	21.1
					3.3	
					16	27.7
ď	KIEA				1.0	
			Ulinois Inst of Tech, I 66 2 41			30.3
		'	Illinois Westeyan U, IIB . 49.2 3		3.1	 32.8
					114	32.0
	Asst		Rendall C, IfB 33.7 2			24.B
	Prof	Inst	Knox C, IIB	9.2	12.3	30.3
	_		Lake Forest C. IIB 58.1 4		35.9	
ı	30.0	25.6		15.3	31.6	27.5
l	30.5		Lincoln Christian C & Sem,	_ 1	29.3	
ı	39.6	38.6 24.2	IB		39.9	39.9
ł	29.8 29.1	25.0	Lutheren Sch of Theology		[-
۱	32.7	24.8	Chicago, 11A 43.5	- 1		
١	43.5	24.9	MacCornac G. III		23 6 22.5	_
ļ	31.0		macandina of an interest	22."	22.5	_
ı	31.4 37.1		McCormick Theological Sem, IIA	_ \	_	
	37.1	1	McKendree C. IIB 39 7	37.0	31.8	-
	۱ ـ	١	Mennonite C of Nursing.	- 1		ì
ı	32.6		UB	20.0	29.8	28.5
ļ	29.1		Milanan V. III	38.8 34.1	31.2 20.3	20.0
į	33.		The state of the s	40.1	32.7	26 5
	28.6 33.0		North Centred C, till 45.5	39.4	34.1	27.7
,	22.3		North Park C. 4B 39.7	32.6	27.9	
ı	28.2	١ ا	Northwestern U, 1 79.1	54.4 29.0	48.1 28.4	l _
	I	21.7	Othet Nazarene U. IIA 32.9 Parks Cof Saint Louis U. IIB 52.2	48.8	37.8	I –
	31.2 28.7			38.0	31.7	–
٠	,			44.0	25 7	

AAUP Rating Scale

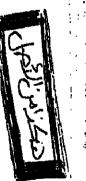




7 U of Northern Colorado, I 47.9 39.3 33.5 24.1 Agnes Scott C, IIB 41.0 38.3 30.0 22.4 Albary St C, IIB 41.0 38.3 30.1 25.8 Albary St C, III 41.0 34.2 30.3 25.0 Albary St C, III 41.0 34.2 30.3 25.0 Albary St C, III 41.0 34.2 30.3 25.8 Albary St C, III 41.0 34.2 30.3 25.0 Albary St C, III 41.0 Albary St C, I

April 22, 1992 • THE CHRONICLE OF HIGHER EDUCATION • A21

Average Faculty Salarles	MASSACHUSETTS—Cont.	MISSOURI—Cont.	NEW JERSEY—Cont.	NEW YORK—Cont. Prof Associate Associa	OHIO—Cont. Prof Assoc Asst Inst	PENNSYLVANIA—Cont. Prof Prof Prof Prof Inst Inst American C. III 63 9 45 0 —	AAUP Rating Scale
at 1,800 Institutions—Continued	Prof Prof Prof Inst	Prof Prof Prof Inst Contral Christian C of the Bible, IIB 26.2	Union County C. III RS 4 44 2 3 34 31	St U of New York—Cont Columbia-Greene CC, III 49.2 39.1 34.9 —	Kent St U—Cont.	American C. III 63 9 45 0 -	Category I: Doctoral Institutions
ILLINOIS—Cont. KENTUCKY—Cont. Assoc Asst Prof Pro	Theological Sem. IIA	Columbia C, IIB	UPS848 C. IIB 42.0 33.7 34.5 35.5	11	Stark, III 47.6 37.5 Trumbuli, III 48.2 33.3 Tuscarawas, III 47.0 37.0 Kenyon C, IIB 57.4 43.7 35.5 31.6 Kettering C of Medical	Bucks County CC, III 46 8 43 3 27 5 26.1 Butler County CC, III 41 2 37 6 31 2 27.3 Cabrin C, IB 44 5 34 0 40 Cartow C, IIB 43 4 34 2 28 3 Camege Metion U, 1 78 9 53.1 47.2 47 2 47 48 49 29.7 48 49 29.7	1+ 1 2 3 3 3 3 3 3 3 3 3
Rochland CC, III 38.7 35.1 30.5 29.6 Cumberland C, IIB 33.9 28.1 25.2 23.5 Rockland C, IIB 37.5 31.6 28.6 — Eastern Kentucky U, IA 48.4 42.4 38.6 27.6 Roosevell U, IIA 44.5 33.6 32.6 — Geometelow C, IIB 39.3 33.6 23.1	U of Masa Boston, IIA . 58.8 47.9 40.0 U of Masa Dartmouth, IIA 50.1 42.4 38.0 — U of Masa Lowell, I 58.8 47.2 40.3 29.2	Covenant Theol Sem, IIA	C of Santa Fo. 188 37.5 31.6 274 206 - 7 28 28 28 28 28 28 28 28 28 28 28 28 28	South, III 71.1 55.0 45.0 36.5 Fulton-Montgomery CC.	Lorain County CC, III	Chatham C, IIB 49 2 40.1 32 3 — Chatham C, IIB 49 2 32 5 5 21 8 C Misericordia, IIB 46 2 37.7 320 — CC of Altegheny County, III 45.0 35 4 32 5 22.8	Category IIA: Comprehensive institutions
Saint Xamer C. IIB 44.h 37 1 30.5 Naturally St V, in 9 36.2 31.2 20.9 19.6 Sch of the Art Inst of Chicago, IIA 45.6 35 0 29.4 Lindsey Wilson C. IIB 33.7 27.4 24.6 Southern Illinoids U	Mase C of Art, IIB 45.5 34.7 32.0	Hannibal-La Grange C, III	Roswoll, III	Gensele Ct. III 42.5 35.5 26.9 22.9 Harkimer County Ct. III 48.7 41.5 35.4 27.6 Hausson Valley Ct. III 48.7 41.5 35.7 28.5 ignessiown Ct. III 48.4 39.7 31.4 25.2 ignessiown Ct. III 48.4 39.7 31.4 25.2 ignessiown Valley Ct. II 41.5 37.3 29.5 28.8 ignessiown Valley Ct. II 41.5 37.3 29.5 28.8	Mariette C. IIB	CC of Beaver County, III 39 4 37.7 308 27.5 CC of Phitadelpha, III 52.2 47.8 41.6 32.4 Delaware County CC, III 54.2 43.5 39 5 Delaware Valley C, III 43.8 36.1 31.8 27.5 Dickinson C, III 59.5 45.3 35.0 29.6 Draud II. I 65.9 47.9 43.4 28 9	Professor \$84,600 \$58,400 \$51,400 \$47,300 \$43,500 Associate professor 50,800 46,200 42,100 39,500 36,500 Assistant professor 42,500 38,100 35,600 33,200 31,000 Instructor 34,200 31,300 28,600 26,600 24,400
Trinity Christian C. IIB 39.7 37.5 32.8 25.5 Normal Reindowy J. IIB 33.4 28.8 25.5 Irinity C. IIB 33.4 28.8 28.1 Spoiding U. IIB 33.4 28.8 28.1 Spoiding U. IIB 33.4 28.8 28.1 Dwinity Sch. IIA 44.4 40.5 33.3 3	Mass Inst of Tech, I 83.9 60.1 49.5 33.5 Merrimeck C, IIB 51.3 39.3 32.4	Maryville C, IIA	Carisbad, III — 220 32: Grents, III — 21: Dona Ana, III — 31 0 278 21: San Juan C, III 38 5 32.8 315 21:	Monroe CC, UI 54.5 44.8 39.0 31.3 Massau CC, III 69.0 53.6 47.6 41.1 Miggara County CC, III 49.7 42.1 34.5 29.1 Onondaga CC, III 48.8 40.8 38.6 31.2 Roddand CC, III 50.2 40.7 33.0 28.6	Mount Vernon Nazarene C, IIB	Duquesna II, IIA	Category iiB: Baccalaureate Institutions 1+ 1 2 3 4 550 550 549,400 \$44,100 \$39,500 \$35,100
U of Chicago, I 83.3 54.4 48 7 34.8 Transylvania U, IIB 42.2 38.7 31.6 Union C, IB 24.2 18.7 31.6 Union C, IB 24.2 18.7 31.6 24.6 38.9 27.9 U of Kentucky I 81.6 46.0 40.1 44.2 Union C, IA 46.6 41.6 36.9 U of Kentucky I 81.6 46.0 40.1 44.2 Union C, IA 46.6 41.6 35.0 U of Kentucky I 81.6 32.8 27.1 26.1 U of Kentucky I	Pine Manor C, ItB 45.3 35.7 32.0 Regis C, ItB 48.3 39.8 32.5 Simmone C, ItA 55.4 43.6 33.2 31.4 Smith C, ItA 67.8 48.0 38.1 32.8 Soringfield C, ItA 48.0 36.3 29.5 26.5	Northwest Mo St U, IIA	U of New Mexico Main campus, 1	Suffesk County CC Ammerman. III	Ohio Northern U, IIB 47 3 39.4 33.3 29.4 Ohio St U Mein campus, 1 68.7 49.0 41.0 27. Aa Tach Inst. IIB — 38.0 33.4 31.	Franklin and Marshall C. 18. 63.2 46.0 38.3 33.2 (1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0 1.0	Professor 46,000 40,100 36,800 33,600 30,300 Associate professor 46,000 33,500 31,300 28,900 26,400 Assistant professor 37,500 33,500 26,300 24,600 22,500 Instructor 32,800 29,000 26,300 24,600 22,500
INDIANA LOUISIANA Contenery C of Louisiana,	Suffolk U, UA	IB	Adelphi U, I	Westchester CC, III	3 Lime, IIB	Owyned-Mercy C. IB	Category III: 2-Year Institutions With Academic Ranks 1+ 1 2 3 4 Professor \$56,800 \$51,000 \$44,800 \$41,200 \$37,100
Anderson U, i IB 39.0 31.3 29.0 27.2 IIB 50.1 38.8 32.5 22.7 Bull St U, I 49.0 39.6 32.4 21.2 Louislana C, IIB 37.3 30.8 28.3 Bull St U, I 49.7 41.0 33.3 31.2 Louislana St U Sys DeParw U, IIB 51.7 39.8 32.3 Alexandria, III 39.4 43 37.9 28.8 Goshen C, IIB 36.3 32.1 24.4 Eunico, II 39.4 32.9 25.7 28.8 Goshen C, IIB 36.3 32.1 24.4	IA	Meramec, III	Alfred U, IIA	Ticcalre C, III	2 Athens, I	9 Immaculata C, UB 41.9 37.6 30.1 Juniata C, RB 45.1 36.6 30.1 Keystone JC, III 39.4 31.3 24.4 23.3 Kinga C, IIB 45.4 39.1 32.5 Lackswanna JC, III - 20.8 21.3 17.6	Associate professor
Hanover C, IIB	MICHIGAN 37.8 32.2 28.0 24.0	Columbia, i 53.0 39.8 38.7 28.0 Kansas City, i 50.4 39.8 34.3 28.7 Rolta, i 55.7 43.2 38.9 - 51 Louis, i 52.9 41.7 36.4 40.5 Washington U 72.6 50.2 42.0 38. Webster U, IMA 45.1 37.1 28.8 -	Colgate U, IIB	Wejner C. 118	7 Zeneswille, III 50.7 37.6 33.3 - Ottorbeh C, IIB 42.1 36.2 30.6 25 Shawnee St U, IIB 48.6 36.1 30.2 25 Shawnee St U, IIB 43.6 36.1 30.2 25 Tiffin U, IIB 45.6 36.3 30.8 25 C	8 Lancaster Bible C, IIB — 22.6 — 1.1 Lancaster Theological 37.3 37.3 41.3 34.3 28.3	1+ 1 2 3 4 No rank
East. IIB 46.0 36.3 29.9 Purdue U-Fort Wayne, IIA 47.6 38.6 31.2 21.5 Northwest Louisians U, IIA 45.4 36.9 32.8 25.7 Northwest Louisians U, IIA 45.4 37.1 33.1 23.3 Northwest. IIA 41.2 36.7 31.6 Court Ledy of Holy Cross C, IIB 41.2 36.7 31.6 Court Ledy of Holy Cross C, IIB 42.2 38.6 25.8 Northwest IIIA 45.4 37.1 36.7 31.6 26.8 Northwest IIIA 45.4 37.1 36.7 31.6 26.8 Northwest IIIA 45.4 37.1 36.9 32.8 26.5 Northwest IIIA 45.4 37.1 36.9 32.8 26.7 Northwest IIIIA 45.4 37.1 36.7 36.7 Northwest IIIIA 45.4 37.1 36.7 Northwest IIIIIA 45.4 37.1 36.7 Northwest IIIIA 45.4 37.1 36.7 Northw	Ama C, IIB	Westminster C, IIB 42.5 36.4 28.9 — William Jewell C, IIB 40.8 32.5 29 D 23.3 William Woode C, IIB 35.3 28.1 27.8 24 6	Concordia C. IIB 34.1 28.8 28.4 -	Befron C, IIB 32.7 27.9 27.4 2.8 Element Abbey C, IIB 35 2 32.4 27.6 Element C, IIB 33.8 33.9 27.7 23. Element C, IIB 37.0 30.2 26.5 22.9 22. Csturbo C, IIB 37.0 30.2 26.5	Trinity Lutheran Sem. IIA 34.9 — — — — — — — — — — — — — — — — — — —	La Selle U. IIB	Note: Two scale is based on the distribution of 2,072 institutions by svarage selery for 1981- 92, rounded to the nearest hundred dollars. The figures cover full-time membors of the sinstructional staff excluding those in medical schools. The salaries are adjusted to a standard nine-month work year. Percentite rankings are as follows: 1 + 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile; 3 = 40th percentile; 4 = 20th percentile; 4 = 80th percentile; 4 = 20th percentile; 4 = 80th percentile; 4 = 20th percentile; 4 = 20th percentile; 5 = 40th percentile; 6 = 40th percentile; 7 = 40th percentile; 7 = 40th percentile; 7 = 40th percentile; 8 = 40th percentile; 9 = 40th
Southeast, IA	Concordis C, IIB	Montenu U Sys Eastern Montens C, IIA 37.6 32.1 27.8 23.9	Cooper Union. IIB 68.7 49.9 43.1 ! Comell U Endowed C's. 1 74.9 52.0 480 . Deemen C, IIB 41.2 38.7 28.8 %1 Dominican C, IIB 37.8 31.6 %1 Dowline C, IIB 59.9 54.2 44.9 35!	Derdson C, RB 56.3 43.4 34.2 — Duke U, I. 79.6 56.0 46.9 — Box C, IB 42.7 37.1 31.3 25 Gardne-Webb C, IIB 30.9 27.7 25.9 23 Greenboro C, IIB 37.7 33.9 29.0 —	2 Clermont C, III — 43.3 31.3 2 Raymond Walters C, III 52.3 42.2 30.7 2 11.0 Dayton, IIA 54.5 45.7 36.3 2	0.8 Oottysburg, IIA	tile: 1 = 80th percentile; 2 = 60m bencefore; 3 = 4-outer for the category i institutions title. An average salary of \$56,000 for the rank of professor in Category i institutions would be rated 2 because it falls between the 60th percentile (\$65,300) and the 80th percentile (\$71,200).
Purduo U Main campus, I 66.8 45.9 38.7 23.8 Columet, IIA 48.3 39.1 33.8 23.2 North Central, III 44.8 37.2 30.6 — Bates C, UB 60.4 1.44.3 1.30.1 33.8	GMI Engineering and Menagoment that, IIB 52.9 44.3 39.1 — Grand Repids Baptist C, IIB 32.4 28.7 23.8 — Grand Valley St U, IIA 81.3 43.8 35.0 29.4 40.9 4	Montane C of Mineral Science and Tech, IIA 45.9 38.0 32.0 26.5 Montane St U, I	Dowling C, IIB 59.9 54.2 44 9 31	Guilferd C, IIB	U of Findley, IIB 39.0 33.3 27.8 2 U of Ric Granute, IIB 40.1 38.6 30.0 2 I U of Rice Granute, IIB 58.2 43.8 38.0 2 U uf Toledo, I 58.2 43.8 38.0 2 Urbana U, IIB 31.9 - 24.0 Urbana U, IIB 31.6 28.9 24.2 2 Weish C, IIB 38.4 32.3 28.8 1	8.8 Manywood C, IIA	5 TENNESSEE Cont.
Rose-Hulman Inst of Tech. 187	Kalamazoo C. IIB	NEBRASKA	Hilbert C, III	Lenoir-Rhyne C, 118 37.7 32.6 30.1 — toribung C, III 32.3 26.8 26.3 22. Mens Hill C, 118 35.0 30.7 26.4 23 Mensdrh C, IIB 41.9 35.5 31.4 28 Methodist C, IIB 31.0 29.1 28.7	37.1 32.3 27.5 32.1 32.3 33.1 32.3 33.1 32.3 33.1	Muhlenberg C, UB 55.2 42.0 34 3 27	.0 Associ Asst Associ Asst Prof Prof Prof Prof Inst
Saint Moirred Sch of Theology, IIA	6 Michigan St U, 1 62.4 47.3 38.9 28. Michigan Tech U, IIA 63.8 45.3 39.0 28. Nazareth C, 11B — 24.5 Northern Michigan U, IIA 52.0 43.2 32.4 28. Ookland U, IIA 56.3 47.4 38.7 36.1	2 C of Seint Mary, IIB 30.8 28.1 24.3 4 Creighton U, IIA 59.4 42.6 34.3 22.0 Dans C, IIB 30.0 27.1 25.0	tone C, IIA 57.9 44.5 374 31 lines C, IIA 53.7 42.7 34.7 27 Keuks C, IIB 37.1 31.1 259 4	Mortrett-Anderson C, IBS 29.3 MC Weelsyan C, IBS 37.4 30.4 26.7 Peace C, III 38.4 31.2 27.0 Phifter C, IB 37.6 32.1 26.9 Queens C, IIB 44.2 35.9 29.1 23.4	Leke, Iti	24.5 Pennsylvania C of 28.8 Optometry, \$\frac{1}{2} \cdots \cdots \cdot	7.5 Serve Regina U. IIA 46.6 38.7 31.8 27.6 Motion St CC, III 35.3 31.0 27.5 Motion St CC, III 35.1 30.9 25.1 U of Rhode leitand, 1 59.9 45.4 39.4 Wortheast St Tech CC, III 32.8 29.6 19.4 Mortheast St Tech CC, III 32.8 29.6 19.4
U of Fortenenia, IA 43.4 36.9 32.0 30.3 U of Notre Dame, I 78.8 52.8 44.7 40.1 U of Southern Indiana, IIA 45.5 41.0 34.1 28.9 Valparatao U, IIA 50.3 39.0 34.6 28.6 Research 46.6 Resear	Orvet C, IB	Nobraska Weskeyan U, IIB 43.3 35.4 30.4	Manhattan C, IIA 54.4 43.1 34.9 73 Marist C, IIB 51.8 43.1 34.9 73 Marymount C, IIB 43.4 35.8 32.1	8 Andrews Prestryterian C. 18 25.9 34.2 29.8 25.9 34.2 29.8 25.9 35.1 30.2 25.5 35.6 35.1 30.2 25.5 35.6 35.6 35.6 35.6 35.6 35.6 35.6 3	OKLAHOMA	25.6 IIA campuses 59.5 48.6 42.5 3 32.5 IIA campuses 59.3 41.7 35.4 2	4.6 Centrel Weeleyen G. IB - 28.4 25.5 21.5 Shelby at CC, III 37.5 30.2 29.9 24.3 24.5 25.6 27.8 27.6 27.8 27.6 27.8 27.6 27.8 27.6 27.8 27.6 27.8 27.6 27.8 27.6 27.8
Vincennos II, III 39.5 33.5 29.1 28.2 MARPYLAND Webset C, IIB 98.1 44.5 38.2 Altegray CC, III 42.2 36.0 30.2 23 ICANA Control CO, III 80.9 32.9 33.9 30 Capital C, III 51.2 42.0 35.2 27	4 U of Michigan 73.3 53.8 45.5 33.	Keamey, IIA	Modalite C, IIB	Southeastern Baptist Theological Sem, IIA	East Central U, IIB	27.0 Philadelphia C of Pharmacy Philadelphia C of Pharmacy and Science, IB 53.5 40.8 33.0 2 Philadelphia C of Textiles Philadelphia C of Textiles 52.6 41.3 35.6	37.6 28.1 29.0 - Tannesses Westevan C, IIB 24.8 24.3
Briar Cliff C, IIB	- Yayne St U, I 64.6 49,9 42.9	A I TOTAL TOTAL TO THE STATE OF	Nazareth C of Rochester. 160 41.9 33.1	Charlotte, NA	33 6 Oklahoma Baptist U, 18 37.5 32.7 26.3 Oklahoma Christian U of Science & Arta, 118 41.7 36.8 29.3 11.0 Okla Panhandle St IJ, 118 39.8 34.3 31.3	21.1 PRESCRIPTION 38.9 31.4 28.2 28.6 Reading Area CC, III	9-2 Newberry C, IB
Cornell C, IIB 55.4 41.5 35.5 — Dundelk CC, III 49.2 41.8 33.7 — Dondt C, IB 37.0 32.8 29.2 25.7 Eases CC, II 51.1 42.8 34.4 27 Drake U, IIA 83.7 41.6 37.0 26.7 Felth Baptist Bible C, IIB 25.7 — Garrett CC, III — 40.6 33.8 — 24.3	MINNESOTA	NEW HAMPSHIRE	Modigine, IIA	Elizabeth City St U, IIB 44.9 39.3 32.6 Feythardlie St U, IIB 60.7 41.1 34.2 MC ART St U, IIA 50.6 42.4 38.1 MC Central U, IIA 50.8 42.4 36.0 MC Sch of the Arta, IIB	- Kagnonia Sius, I	28.1 Saint Fands C, III	8-9 Alixer, IIB
Grinnett C, IIB	Cof Spirit Boundary UD 58.5 45.5 37.1 -	73.3 49.7 41.4 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5 7.5		Horth Ceroline St U, I . 63.9 45.6 38.3 Pembrode St U, IIB 51.4 39.6 33.6 Western Ceroline U, IIB	30.5 St U. HA	Bioensburg U of Pa, IIA 57.8 47.1 37.5 Californis U of Pa, IIA 58.4 47.3 37.5 S 29.1 Charney U of Pa, IIA 54.4 43.8 37.4 31.2 Clarion U of Pa, IIA 57.6 48.9 38.2	Salkshetzhte, III — — 23.5 Angele St U, IIB 49.1 39.0 34.7 25.9 Austin C, IB 49.3 39.8 32.3 — 34.6 133.6 31.1 — 34.6 1
Luther C, HB 45.3 36.7 31.2 27.8 Johns Hopkins U, J 75.8 61.5 41.6 3 Morningarde C, IIB 38.5 32.8 29.9 Leyota C in Md, IIA 59.0 47.5 38.7 Mount Mercy C, IIB 38.4 31.2 26.2 Moritgomery C Mortgenestern C, IIB 39.5 34.0 28.6 24.5 Germantown, III 49.4 40.9 35.4 Paimer C of Chiropraedia, IIA 43.4 34.9 28.5 23.4 Tekema Park, III 50.8 40.4 36.3 3 36.8 Johnson Park, III 51.2 38.3 36.8 Johnson Hopkins U, J 75.8 61.5 41.6 3	9-1 Gustavus Adolphus C, UB 48.1 38.6 32.1 24 - Macsiester C, IIB 59.4 46.1 35.2 Minneepolis C of Art Dealgn, IIB 37.8 31.3 28.9 9.8 Northwestern C, IIB 38.1 32.8 28.8	Bivier C, IIA	Sage IC of Albany III 33.6 27.5 25.2 31 32.6 33.6	MORTIA DAKOTA	21.6 U of Okiehome, I	Pe. IIA	17.8 World C, IIB
St Ambrose U, UB	Northweatern C Of Chiroprectic, IIA 34.6 30.5 Saint John's U, IIB 48.6 40.6 32.6 Saint Many's C, IIA 45.3 37.0 27.2	Atlantic CC, Si	St. John Fisher C, IIB 48.6 Saint Joseph's C, IIB 44.1 36.0 31.8 21. St. Enwrence U, IIB 61.5 48.7 35.4 St. Thomas Aquinss C, IIB 48.1 38.6 34.1 Siena C, IIB 48.9 39.7 33.4	North Dakota St. II III 46 6 27 6 24 6	28.8 27.7 Central Oragon CC, III 49.0 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7 32.9 38.7	Manafield U of Pa, IIA 57.8 47.0 37.4 Militeraville U of Pa, IIA 57.9 46.9 38.0 Shippensburg U of Pa, 57.6 45.7 37.7 IIA 57.6 45.7 37.7	28.2 Augustans C, IIB
Weldorf C, III 33.1 3.5 25.8 U S Navel Academy, IB 56.5 48.5 35.5 2 Warfburg C, IIB 41.5 36.3 30.0 24.1 U of Maryland Sys	77.0 Bernidii St U, IIA 48.5 37.3 32.6 24 Metropolitan St U, IIB 49.6 40.1 35.3 27 Moorhead St U, IIA 49.7 40.2 32.3 25 Winners St U, IIB 49.7 40.2 32.3 25 25 25 25 25 25 25 25 25 25 25 25 25	.3 Brooklete CC, 18 55.5 44.8 36.4 31.2 2 Burlington County C, III . 52.8 50.2 41.8 32.7	St U of New York 71.2 51.8 39.1 Albany, 1 71.2 54.8 39.1 St. Blinghamton, 1 68.0 49.9 30.4 RJ Buffato, 1 73.5 52.7 40.8 RJ		George Fex C, IIB	27.3 Susquehanna U, IIB 49.7 39.6 34.3 Susquehanna U, IIB 67.6 47.8 37.4 Swarthmore C, IIB 64.1 55.1 40.9 Temple U, I 98.5 32.3 27.2	90.5 90 8t Bd of Regenta Sys 9
HANSAS Rakimore, 1 70.8 53.4 41.6 84thrane County, 1 68.1 44.8 39.2 Eastern Shore, IA 52.2 46.8 38.7 Bowle St U, IIA 52.2 42.1 35.4 Coppin St C, IB 53.9 42.4 36.5 Footburg St U, IIA 50.8 42.9 96.1 Programmer St U, IIA 50.8 42.9 96.1	16.9 of the Twin Cities, IIA . 35.7 — — 19.7 U of Minneagta 12.0 Twin Cities, I	Contenary C, IIB 28.2 23.6 — Confit Elizabeth, IIB 39.7 36.2 28.8 — County C of Morris, III 55.2 45.9 37.1 30.3 1.0 Cumberland County C, III — 41.6 34.8 28.6	C at Brockport, IIA 58.4 48.2 34.0 31.1 C at Buffalo, IIA 52.3 42.1 34.0 C at Cortland, IIA 51.2 41.2 35.1	Antioch U, IIA	Oregon St. Sys of Higher Education Eastern Oregon St. C, 1/B 42.3 33.6 28.5 Creson last of Yech, IIB 45.4 38.7 33.5	Thomas Jafferson U. IIB . 84.9 47.0 38.4 32.1 28.6 U of the Arts. IB	South Dakote St U, IIA 41.6 35.0 30.8 28.4 Lefourness U, IIB 35.6 30.8 29.2 Lubbock Christian U, IIB 35.6 25.3 22.5 Lubbock Christian U, IIB 37.4 30.8 30.4 — Odesea C, UI 43.9 35.7 34.1 30.0
Bertner C, IB 28.8 25.8 25.8 23.2 25.0 Towson St U, IIA 53.2 44.2 38.1 Towson St U, IIA 53.7 44.4 88.3 Emports St U, IIA 41.3 37.2 30.7 25.0 U of Betilmors, III 64.5 66.2 44.7 Fort Hays St U, IIA 30.5 83.1 28.3 25.0 Washington Bible C, IIB 22.0 Towson Bible C, IIB 22.0 T	Zel. 8 Crockston, III	1.3 Faireign Dickinson U, MA 49.8 42.6 36.9 29.6 15.6 16.6 16.6 16.6 16.6 16.6 16.6 16	C at New Paltz. RA 54.5 C at Old Weatbury. (IB 59.1 48.0 34.7	Actional U, IIB	23.2 Portland St U, I	23.9 Bradford, BB 45.8 40.1 32.7 26.8 Greensburg, BB 46.0 37.4 30.2 26.5 Johnstown, IB 52.6 41.6 31.7 Titurwills, III 50.4 43.5 39.4	24.6 Bernerk U, IIB
No. 10 10 10 10 10 10 10 1	28.6 Alcorn St U, IIB	Section 2011 (1) 10 10 10 10 10 10 10 10 10 10 10 10 10	C at Oswego, IIA	Cepital V. IIIA 49.3 36.8 31.8 Cese Western Reserve U.1 69.4 48.3 41.9 Codewitte C. III 38.4 33.0 29.1 Clark St. CC. III 38.2 34.8 29.4	26.2 Reed C, IB	U of section 1. 18	- Dent Landerman U, 38 . 36.9 31.3 27.0 21.3 Schreiner C, 18
Saint Mary C, IB	Jectson St U, IIA 37.9 33.2 30.4 22 Millsteps C, IIB 48.6 35.5 31.7 Millsteps C, IIB 48.8 38.2 34.4 22 Millsteps II for Minor IIA 47.8 38.2 34.4 22	3.6 Monmouth C, IIA 56.5 47.3 36.6 Montciair St C, IIA 62.8 50.8 40.5 29.8 20 New Jerzey Inst of Tech, HA 76.9 60.1 49.9	Science & Forestry, IIA 57.1 Maritime C, IIB 53.6 B C of Optometry, IIA 66.4	US	Western Baptist C, IB 20.0	Waynesburg C, IIB 36.5 31.8 27.9 30.5 Westminster C, IB 44.5 37.2 30.5	29.7 Marytille C, IIB
54.1 40.6 34.3 25.1 Assumption C, NB 47.0 40.1 32.4 Washburn U, PA 55.4 41.1 30.8 27.7 Bedson C, IIB 70.9 88.1 46.3 Wickins St U, IIA B3.0 30.0 34.0 22.3 Bertige C of Music, IIB 48.0 33.1 31.2 Besting C of Music, IIB 48.0 33.1 31.2 Boston C, 1 69.9 82.7 47.2	46.9 Reformed Theol Sorn, IIA 66.0 42.3 8.3 Bush C, IIB 23.7 14.9 19.6 19.1 U of Masjasappi, I 46.0 37.4 35.1 2	Princeton Theol Sem, I 67.8 52.3 40.2 26.0 29.0 29.0 29.0 29.0 29.0 29.0 29.0 29	St C of Ceremios Alfred 7. Corneti U Statutory Cr. 1 83.4 42.7 43.0 31.0 C of Tech Alfred, III 80.8 43.0 33.9 27.1 C of Ceth Centen, III 45.6 37.2 33.9 27.1	Defines C, HB 35.1 32.1 25.8 Denison U, HB 52.5 40.3 31.8 Edison St CO, W 35.9 32.2 30.3 Statements HD	29.0 Williamette U, IIB	Widener U, IIA	23 2 St Jund CC Sts III 45.7 33.8 29.2 — Preire View A&M U, IIA 44.8 40.2 34.0 28.8 30.4 East Termssee St U, IIA 47.8 41.1 33.0 26.2 Terms A&I U, IIA 43.2 37.0 31.3 25.2 Memphis St U, II 51.2 40.7 34.7 22.1 Texas A&I U, IIA 43.9 36.9 32.9 23.0 Memphis St U, II 51.2 40.7 34.7 22.1 Texas A&I U, IIA 43.9 36.9 32.9 23.0 31.3 25.2 Texas A&I U, IIA 44.7 37.5 29.9
Aftice Libyd C, III	25.0 U of Southern Mississippi, 53.9 40.6 34.1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Rider C, IJA	C of Tech and Ag 28.1 32.8 27.1 C of Tech Delhi, III 48.1 37.7 28.9 21.1 C of Tech Delhi, III 46.1 37.7 28.9 28.1 C of Tech Farmingdele, 81.2 43.8 23.4 28.1	Hebrew Union C Jewish hat of Radigion, NA. 70.7 Heidelberg C, IB	- Academy of the New - 38.6 34.0 24.8 Abright C, IRB - 48.0 38.6 38.1 32.1 32.1 32.1 32.1 32.1 32.1 32.1 32	Wilson C. IIB S6.1 48.7 38.4 York C of Ps. IIB S6.1 48.7 38.4 7 29.5 AND 79.5 48.2 40.3	Middle Tenn St U, IIA . 45.8 37.7 30.6 24.4 Texas ABM U Galveston. 51.9 35.8 34.2 Tennessee Tech U, IIA 60.8 36.6 33.9 22.9 IIB
Alice Linyd C, ill — 22.1 20.4 18.1 Glack U, Ill — 63.2 45.2 37.3 Abury Theol Sem, Ill — 40.7 — 1.8 Befrandic C, Ill — 38.4 46.6 37.4 Abury Theol Sem, Ill — 44.2 35.8 31.4 — 18. Befrandic C, Ill — 38.2 46.6 37.4 Col Our Lady of the Elms, Ill — 38.1 28.2 Beres C, Ill — 39.2 26.5 — Emarson C, Ill — 34.2 35.6 28.9 Beres C, Ill — 32.0 26.2 21.8 19.9 Emarson C, Ill — 44.2 41.6 33.2	25.2 Artia C, I/B	Saint Peter's C, IIB 41.3 35.2 28.9 27.4 38.6 CC, III 41.3 35.2 28.9 27.4 35.6 CC, III 41.1 35.6 CC, I	3 C of Tech Montaville, III 48.1 38.4 31.0 29.2 24.9 25.2 Adirondack CC, III 45.5 35.6 29.3 31.1 Broome CC, III 47.2 36.9 28.1 Cayuga County CO, III 47.2 36.9 28.1	Poin Carolt U, IIA 52.8 43.5 35.4 43.6 35.6 Main campus, I 83.6 47.0 38.	27.7 Allegherty C. IIB	Brown U, I 70.5 60.6 54.2 46.7 7.7 22.0 CC of Rhode Island, III 44.4 34.5 30.1	Morne see St U, TA



First-person accounts of last year's coup in the former Soviet Union are now available to

First-person accounts include the thoughts of a Russian protester right after he left the barricades outside the "White House," the parliament building in Moscow, and comments from a Chinese student who described his own experiences during the Tiananmen Square protest to the Soviet demonstrators. Mr. Bozak and a colleague used the Internet, a global network of networks, to gather information for the archive. When coup plotters disrupted the communication system, he says, the Internet was the only way left to get information.

Following a trial period, the Association of American Publishers is making its new copyright network available to all college bookstores, photocopy shops, and academic groups. The association started the network, called PUBNET Permissions, last summer to help faculty members get permission to reproduce copyrighted materials quickly and easily. The service, available through campus bookstores, is an electronic-mail adaptation of the association's computerized book-ordering system. During the trial period, the association developed a standardized form for permissions and a pricing

structure that makes the cost of

About 100 campus bookstores and 25 publishers already belong to

The association's goal, says John Zotz, PUBNET's director, is to make

Academics interested in the

history of the printed word can now get acquainted on Bitnet and the Internet.

at Indiana University, has founded

the Society for the History of

and a new discussion list, called

SHARP-L. Subscribers will discuss

incunabula, literary theory, library history, literacy studies, the

economics of the book trade, and other topics. The society will also put

For more information, contact

Mr. Leary at Indiana University. Department of History, Valentine

Hall 742, Bloomington, Ind. 47405;

(812) 855-7581; PLEARY@JUBACS.

out a printed newsletter.

Patrick Leary, a graduate student

Authorship, Reading, and Publishing

permissions requests routine and

sending an electronic request comparable to that of sending a

request by fax.

the copyright network.

scholars on the Internet. David Bozak, chairman of the computer-science department at the State University of New York College at Oswego, has compiled the Soviet Coup Archive. In addition to memoirs, it contains transcripts of broadcasts from Radio Free Europe, news articles, scholarly papers, electronic postings, and maps. The amount of electronic information is equivalent to 2,900

typewritten pages.

Average Faculty Salaries at 1,800 Institutions—Continued TEXAS-Cont.

Averag	e Salaries of Fac	culty Members a	t Institutions Wi	thout Academic	Ranks
ALABAMA	CALIFORNIA—Cont.	lOWA Cont.	MISSOURI - Cont.	NORTH CAROLINA—Cont.	TENNESSEE
Bishop St CC, V 29.1 Fulkner St CC, IV 32.8 Gadsden St CC, IV 31.3 Jefferson St CC, IV 31.3 John C Calhoun St CC, IV 32.9 Lurieen B Wallace St JC, IV 30.9	Santa Rosa JC, IV 49.4 Sterre CC, IV 45.9 Southwestern C, IV 49.2 Taft C, IV 54.8 Venture County CC Dist, IV 51.7 Victor Veiley C, IV 42.3	Mount Saint Clare C, IIA 28.1 North lows Area CC, IV 32.5 Western lows Tech CC, IV 30.4 KANSAS Allen County CC, IV 30.9	Metropolitan CC Dist, IV 35.8 Mineral Area C, IV 28.8 Moberly Area IC, IV 25.4 North Central Mo C, IV 27.2 St Cherles County CC, IV 28.3 State Fair CC, IV 2B.5 Stephens C, IIB 27.1	Rockingham CC, IV	Free Will Baptist Bible C, IIB
Snead St JC, IV 34.1. Wellace St CC Selma, IV 32.7 ARTZONA	GOLORADO Arapahoe CC, IV	Barton County CC, IV 27.0 Central C, IV 18.5 Coffeyville CC, IV 26.0	Three Rivers CC, IV	Surry CC, IV	Alvin CC, IV
Arizona Western C, IV 34.2 Central Arizona C, IV 40.9 Cochiae C, IV 35.2 Eastern Arizona C, IV 36.5 Maricopa CC Dist, IV 47.8 Mohave CC, IV 33.7 Yavapai C, IV 39.3	Colorado Northwestern CC IV 31.4 CC of Aurora, IV 29.9 CC of Darver, IV 30.0 Front Range CC, IV 30.7 Lorrar CC, W 30.8 Morgan CC, W 27.6 Mortheastern IC, IV 29.0 Claro JC, IV 31.5 Pixel Peak CC, IV 31.5 Pueblo CC, IV 28.3	Hutchinson CC, IV	MONTANA	Walke Tach CC, IV 26 3 Warron Wilson C, IIB 27.7 Weyno CC, IV 26.9 Wastern Pledmont CC, IV 27.1 Willos CC, IV 30 2 Wilson Tech CC, IV 28.0 NORTH DAKOTA	Bec County C, IV 28.3 Contral Toxas C, IV 33.6 C of the Maintand, IV 38.4 Cooke County C, W 25.9 Dallas County CC Dist Brookhaven C, IV 40.6 Coder Valley C, IV 39.3 Eastfield C, IV 44.5 E) Contro C, IV 40.4 Mountain View C, IV 43.5 North Lake C, IV 42.7
ARKANSAS	Trinidad St JC, IV	MAINE	Western Nebraska CC, IV	North Dekota St C of Science, IV 30.4 U of North Dekota Leke Region, IV 28.6	Richland C, IV
East Arkansas CC, RV 28.2 Garland County CC, RV 30.9 Miselseppl County CC, W 26.1 North Arkansas CC, RV 29.0 Phillips County CC, RV 28.8 Rich Mountain CC, RV 28.4 Southern Arkansas U Ei Dorndo, RV 26.9 Westark CC, RV 29.7	CONNECTICUT Mitchell C, IV 31.9 FLORIDA Daytona Beach CC, IV 28.5 Florida Keys CC, IV 32.0	Eastern Mains Tech C, IV 31.2 Northern Meine Tech C, IV 34.3 **MARYLAND** Maryland Inst C of Art, IIB 32.5 Peabody Inst of Johns Hopkins U, IIB 33.4 Saint John's C, IIB 43.7	NEW MEXICO Northern New Mexico CC, IV	CHIC Belmant Tech C, IV 29.0 Central Ohio Tech C, IV 28.7 Cincinnati Tech C, IV 40.7 Franklin U, IIB 34.0 Hocking Tech C, IV 31.9 Lakeland CC, IV 45.2 Chicken CC, IV 45	Dist, W 31 1
CALIFORNIA	Valencia CC, IV	MICHIGAN	NORTH CAROLINA	OKLAHOMA Bertiesville Wesleyen C, 18 24.8	Texes St Tech Inst Amerillo, W
Allan Hancock C, IV 46, 4 Barstew C, IV 480 Cabrillo C, IV 42.9 California Inst of the Arta, IIA 37, 2 Carlibos C, IV 45, 5 Corf the Redwoods, IV 46, 5 C of the Siskyous, IV 33, 9 Columbia C, IV 46, 5 Compton CC, IV 46, 5 Control CC, IV 53, 8 Foothill-De Anea CC Dist, IV 52, 3 Fresco Pactife C, IIB 32, 8 Glondale CC, IV 48, 9 Grossment-Cuyarmaca CC Dist, IV 47, 0 Hartnell C, IV 44, 3 Imperial Variey C, IV 43, 0 Kenn CC Dist, IV 43, 0 Kenn CC Dist, IV 43, 0	Emmenuel C, IV 22.6	Beher C Fint, IV 38.8	Alamance CC, IV 27.9	Carl Albert St C, IV 28.5 Connors St C, IV 31.9 Eastern Oldehoms St C, IV 31.9 Eastern Oldehoms St C, IV 32.3 Murray State C, IV 29.5 Northeastern Oldehoms A&M C, IV 31.1 Oldehoms C, IV 31.1 Oldehoms St U Tech Branch, IV 29.4 Regars St C, IV 32.1 Rass St C, IV 32.1 Rass St C, IV 32.1 Saminole J C, IV 28.6 Bouthreastern Oldehoms St U Sayre, IV 26.9 **OFFESCON** Baselet C, IV 8 Baselet C, IV 16.6 Blue Mountain CC, IV 37.4 Clackams CC, IV 37.4	Victoria C, IV
Los Angelea CC Dist, IV 48.9 Los Ries CC Dist, IV 46.3 Mento C, IB. 45.3 Mento C, IB. 45.4 Merced C, IV 48.0 Mira Conta C, IV 49.1 Modesto JC, IV 50.2 M. Sen Antonio C, IV 49.4 Pacific Osiac C, IX 31.0 Palo Verde C, IV 34.6 Pasadoria City C, IV 47.0 Poralta CC's, IV 41.9 Riverside CC, IV 41.9 Rancho Santiago CC, IV 47.8 Saddioback CC Dist, IV 50.1 Sen Dornardino Valley C, IV 49.0 Sen Diago CC Dist, IV 45.1 San Francisco QC Dist, IV 45.3	Betteritta Area C Dist 522, IV 43.8 Backburn U, RB 29.8 Columbia C, IR 38.0 Governore St U, IA 140.1 Illinois Eastern CC's, IV 29.0 John Wood CC, IV 24.2 Kackeskia C, IV 33.3 Kishwaukee C, IV 31.0 Morrison Inst. of Tech, IV 22.8 Morton C, IV 45.5 Ray C of Design, IB 27.7 Rend Lake C, IV 34.7 Solit Augustino C, IV 34.8 Southeastern Illinois C, IV 34.8 South	Coshoma CC, IV 23,4 Copisit-Uncoin CC, IV 24,8 East Contral CC, IV 24,8 East Mississippi CC, IV 21,3 Hinda CC Raymond, IV 22,4 Holmes CC, IV 22,0 Jones County JC, IV 27,0 Jones County JC, IV 24,9 Mississippi Detta CC, IV 24,9 Mississippi Cotta CC, IV 24,9 Mississippi Cotta CC, IV 27,4 Northeast Mississippi JC, IV 28,7 Northeast Mississippi CC, IV 29,4 Pearl River CC, IV 21,6 Southwest Mississippi CC, IV 22,6 Southwest Mississippi CC, IV 22,6 Southwest Mississippi CC, IV 22,6	Edgecomine CC, IV 28.1 Feysteville Tech CC, IV 28.3 Forsyth Tisch CC, IV 30.1 Gaston C, IV 30.1 Gaston C, IV 29.5 Guilford Tech CC, IV 28.7 Hairiex CC, IV 25.3 Haywood CC, IV 27.1 James Sprunk CC, IV 27.1 James Sprunk CC, IV 23.8 Johnston CC, IV 23.8 Johnston CC, IV 23.8 McDowell Tech CC, IV 23.9 Mitchell CC, IV 27.7 Montgomary CC, IV 27.7 Montgomary CC, IV 27.7 Montgomary CC, IV 23.9 Montgomary CC, IV 23.1 Montgomary CC, IV 23.7 Montgomary CC, IV 23.7		South Puget Sound CG, IV 32.3 Tacome CC, IV 36.1 Westington St CC Dist 17 Spokane CC, IV 34.4 Spokane Fails CC, IV 31.6 Whatcom CC, IV 31.6 WEST VIRCHINIA C of West Virginia, IV 24.1 WISCONSIN Chippewa Valley Tech C, IV 38.3 Gateway Tech C, IV 38.5 Mithouskee Avea VIAE Dist, IV 45.6 Northeast Wisconsin Tech C, IV 38.1 Southwest Wisconsin Tech C, IV 32.2
San Francisco CC Dist. V	Dea Moinea Area CC, N 38.4 Existem lowe CC Dist. W 31.4 Indian Hills CC, N 29.6	Missouri Conception Saminary C, IIIB 29.6 Crowder C, IV 23.3 East Central C, IV 30.3 Jofferson C, IV 32.5	Pemilico CC, IV 27.2 Pemilico CC, IV 23.3 Pledimom Bible C, IBB 23.3 Pledimom CC, IV 28.4 Pitt CC, IV 27.5 Randotsh CC, IV 27.7 Richmond CC, IV 27.7 Roanote-Choven CC, IV 25.6 Robeson CC, IV 28.3	Midlands Tech C, N	Northeast Wisconsin Tech C. IV 32.2 Southwest Wisconsin Tech C. IV 32.2 Wastestin County Tech 41.8 C. IV 41.8

Information Technology



Stephen C. Gibson, right, with Peter R. Thels, left, and Bill Glennie: Using "virtual reality to explore the Parthenon "gave you a real sense of the space and the light."

By DAVID L. WILSON

Stephen C. Gibson, a graduate student in architecture, felt as though he were standing on the steps of the Parthenon. He was really in the middle of a classroom at Rensselaer Polytechnic Institute, wearing a helmet that enveloped him in computer-generated images that citizens of ancient Athens would have recog-

Mr. Gibson could "move" into an animated image of the Parthenon, examining its columns and the roof. "It was exhilarating," he says. "It gave you a real sense of the space and the light."

Mr. Gibson was able to stroll through the Parthenon during experiments at RPI with a technique called "virtual reality." His helmet was connected to a computer that displayed images on screens inside the helmet so vividly that he seemed actually to be seeing one of the architectural masterpieces of ancient Greece.

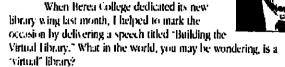
Educators say virtual-reality systems offer a dramatic alternative to the way students learn. By the end of this decade, some say, students will be able to enter computer-created universes to perform chemistry experiments, examine rare manuscripts, and study objects and cultures that are otherwise inaccessible. Those with disabilities will be able to enter an artificial universe and interact with other people, giving no hint as to their handicap.

Researchers working on virtual-reality systems say they will be particularly useful for helping students understand abstract con-Continued on Following Page

Researchers Hope to Lead Students Into 'Virtual Reality'

The Learning Society: **Building the Virtual Library**

By Benard R. Gifford, Ph.D. Apple Computer, Inc.



A virtual library is the research library of tomorrow. It's an electronic network that will give faculty, students, and community members access to multiple information sources in all possible media-ideally by means of

multifunctional workstations located anywhere on or off campus. It will be a learning center where access to and delivery of information takes precedence over ownership of information.

It is a concept that makes the library-as-archive a thing of the past The virtual library will be judged not by the number of books and periodicals it houses, but by its ability to meet the learning and research needs of the communities it serves. It will meet these needs by providing access to electronic and print materials from many sources, near and far.

One reason for the shift in emphasis from ownership to access is purely practical. The traditional, physical library-even the most generously endowed library—simply cannot keep up with today's

Information resources are proliferating at such an incredible rate that libraries have to deal not only with the huge numbers of publications now available, but also with the prospect of having to store and index evergrowing quantities of information.

foday we're learning at a rate that is unprecedented. We're dealing with the exponential growth not only of information, but also of technologies that gather, transmit, and transform information. And these technologies become smaller, faster, and cheaper every year.

I imagine that from the standpoint of itbrarians—the people we rely on to collect, organize, and preserve all of this information-these developments are both exhibarating and horrifying.

Let me put the information explosion in perspective. In the early fourteenth century, Europe's largest library, the Sorbonne Library in Paris, housed a grand total of 1,338 books. That's roughly the number of new book titles that are now published around the world every day. And that's only books! As a result, the world's great libraries are now doubling in size

In The University: An Owner's Manual, Henry Rosovsky discusses the growth of "new knowledge": "Publication of scientific journals began in about 1605," he writes, "In 1800, there were about 100 journals; there were 1,000 by 1850, and some 10,000 by 1900. Currently there are close to 100,000 journals, and since the seventeenth century their number has doubled every 15 years."

The astonishing rate of new publication is a fact of life that scholars and librarians must contend with. And no single library can hope to gather up-to-date collections in every discipline. Fortunately, electronic retrieval and document-delivery systems are up and are running in some fields of knowledge, and under development in others.

Today I can sit in my office in California and use my Macintosh computer to access a database, such as the one operated by CARL (the Colorado Alliance of Research Libraries), to scan the contents of a huge number of periodicals—some 10,000 in all, I might look through recent issues of Library Trends, for example, to locate anticles on tomorrow's library. I can use my mouse to select on the most relevant titles, and then go off to a meeting. By the time I return to my desk, the articles will have arrived by fax, or over the modem (in digitized form) directly into a

computer file. I pay just a service charge and a copyright fee.

With the spread of CD-ROM "jukeboxes," the entire process will be even simpler. No one will have to process my order at the other end, I'll be able to select and receive articles on my research topic just about as easily as I now play pop tunes at the local diner.

In some disciplines, electronic databases—such as those created by the Research Libraries Group—have virtually erased the barriers of space and time from the research process. Using a personal computer, I can already search the Union Catalog of Scholarly Periodicals in the Japanese Language to access information about any one of 40,000 Japanese journals, Or I can locate articles, for example, on superconductivity by a particular

In the future, I'll routinely access information in a variety of formats. information about any of the Index's one million sound recordings that predate the LP. There will be a time when I will be able to listen to any of these recordings at my workstation, while the musical score or lyrics are displayed on the screen.

And in coming decades, researchers in Baltimore or Beiling or Beirut will be able to view artifacts from any major museum, or experience sound recordings and video footage from archives around the world, just by using the computer at their desks.

In time, faculty, students, and community members will be able to perform these research functions without ever setting foot into a library. So will our libraries be tomorrow's glost towns? That's the question I'll address in my next column.

Researchers Test Virtual Reality' in the Classroom

Continued From Preceding Page cepts by giving them concrete metthe computer.

principal scientist with the Human at the University of Washington, is developing a virtual-reality universe in which the objects are controlled by algebraic, rather than physical, laws. Objects would ignore gravity, for example, but would react to an integer that was positive or negative. Students would move blocks around in the artificial universe, and those blocks could be aligned in various configurations, provided they did not violate the laws of algebra.

Its experiments make Rensselaer one of the few institutions in the country to attempt to use the technology with students in classes. While many scholars are enthusiastic about the applications of virtual reality, few have access to virtual-reality systems. Much of the work that is being done with virtual reality is confined to research laboratories.

Many problems will have to be overcome before the technology can be used widely in the classroom, experts say. The equipment costs too much-hundreds of thousands of dollars for a top-of-theline system—to permit widespread use. Hardware and software must be improved. And scholars need to develop new methods of pedagogy to take advantage of the nearly limitless possibilities offered by virtu-

Blocking Out Sensory Data

In addition, a debate over how complete the virtual-reality experince must be for students is continuing in the scholarly community. Some argue that the fundamental requirements of virtual reality— time, and is one of the major probthe ability to interact with others in lems that must be overcome before

Featured Speakers Include: John Seely

Brown, Director of the Palo Alto Research

President of EDventure Holdings, Inc. •

Kenneth Olsen, President of Digital

1991 Louis Robinson Award Winner

Join the EDUCOM Educational Uses of

Center, Xerox Corporation . Esther Dyson,

Equipment Corporation • Seymour Papert,

Information Technology (EUIT) Program for

October 27 & 28, Just prior to EDUCOM'92

For more information, contact HDUCOM at 202 872-4200

the EUIT Preconference working session on

an artificially created world—can the technology can become com be obtained using standard computer equipment at a relatively modest cost.

Some people insist that the key to virtual reality lies in largely blocking outside sensory data received through the eyes and ears and flooding the user with sights aphors that can be manipulated in and sounds created by the computer. Most experimenters achieve For instance, William Bricken, that level of realism by using helmet-like devices like the one used Interface Technology Laboratory at Rensselaer. The helmets contain two tiny television screens and sterco earphones.

One television screen is directly in front of each eye, blocking out views of the real world. The computer generates images of the engineered world that are slightly different for each eye, giving a threedimensional effect, like an oldfashioned stereopticon.

Today's virtual-reality systems offer images that are mere car-

Users manipulate a device to move about in the computer-generated world. They say moving through the artificial universe feels like "flying."

toons, not at all like the high-quality images that can be seen on many computer screens.

Stereo sounds also are generated to match the pictures. Sensors in the helmet track the position of the user's head, altering the pictures as the head is moved. If the wearer looks up, for instance, the scene immediately shifts perspective. While the effect is startlingly realistic, it is not indistinguishable from reality. Users notice a momentary delay between moving their heads and seeing the scene move, as the computer rapidly calculates the new perspective. Researchers say this small delay can be very disconcerting over

The Most Important Conference This Year

on Information Technology in Higher Education

NAME____

AFFILIATION

TELEPHONE

BANKE OF KNYD

ADDRESS

CITY

TITLE

monplace.

Users generally manipulate a device with their hands to move about in the computer-generated world. They say moving through the artificial universe feels his "flying."

The helmet, called a "headmounted display," allows the use to be immersed entirely in the artficial world, but a similar effectea be obtained at a lower cost if the user stands in a scaled booth containing a computer monitor, With that type of system, the booth resresents a cubin or cockpit, and the monitor represents a porthole or windshield. All of the systems have a goal of cutting the user off from

Good Software and Good Ideas

Many people argue that special booths and helmets are too expensive, cumbersome, and fragile to be used widely.

The benefits of an artificially created universe can be realized without using such equipment, says J. Michael Moshell, an associate professor of computer science at the University of Central Florida. What is important, he says, is good software and good ideas that capture the imagination and allow the user to do things on a computer screen that are otherwise impossible. Mr. Moshell is also director of the visual-systems laboratory of the university's Institute for Simulation and Training.

Head-mounted displays, he says, are intrusive and expensive, starting at about \$5,000 each. They can also be rather unsettling for the user, who must adjust to seeing the world swoop around in fits and starts. "Even the best headmounted display systems make people barf if they wear them for very long," he explains.

Big Impact From Immersion

Mr. Bricken of the University of Washington acknowledges some of the flaws of head-mounted displays, but he argues that the problems will be corrected. Simply looking at a computer monitor and

October 28-31, 1992

Baltimore, Maryland

Hosted by

The Johns Hopkins University

FOR EDUCOMPSZ REGISTRATION INFORMATION

Mail to HOUCOAC92, 1112 16th St., NW, Strip 600, Washington, DC 20036)

Opinion: Racial divisions among American youths **B3**



End Paper: "Celebrating the Stitch" **B48**

Mélange

Quotable **B**5

Letters to the Editor

Bulletin Board **B8-47**

THE CHRONICLE OF HIGHER EDUCATION

Section 2

April 22, 1992

OPINION

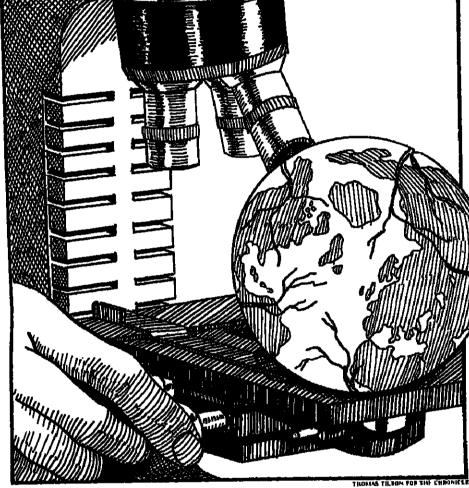
Reorienting Scientific and Technological Inquiry to Tackle the Global Crises Facing Humanity

By George E. Brown, Jr. and technology can solve many of society's problems. We tend to think of science and technology as benign and autonomous forces that are major contributors to what we call progress. We thus may believe that they can free us from the cycles of growth and decline that characterize the past. The reality may be much more complicated, however.

Technological innovation typically permits greater consumption and depletion of resources. Historically, this often has led to at least short-term misery and upheaval. We need to understand the causes and effects of technological innovation better and begin to think of science and technology in entirely different terms: not as mechanisms to increase our wealth and comfort through exploitation of material resources, but as the sources of innovation that can lead us to less consumption, less pollution, less depletion of resources, and lower rates of population growth.

The key element here may well be population growth. Many scientists, historians, and policy makers believe that population growth represents the fundamental challenge to humanity's capacity to achieve long-term environmental, economic, and cultural stability. It is true that population growth in the United States has stabilized at about 0.6 per cent a year, and many other industrialized nations have zero population growth. But in the developing world-containing three quarters of all human beings-population is growing at about 2 per cent a year. Global population

doubles every 35 to 40 years. Exponential growth of population triggers exponential growth in consumption of resources, in generation of waste products, in conflict and violence, and in disparities in economic status and quality of life among nations and among classes within nations. The globalization of economies, of communication, of migration, and of conflict assures us that we cannot long iso-



sian Gulf region. Iraq, with an economy weakened from low oil prices, burgeoning population, and a draining war with Iran, invaded Kuwait in August 1990 in an attempt to expand its oil resources and increase its leverage in controlling world oil prices. The United States, supported by most of the industrialized world, intervened to maintain stability in the world's

The economic, demographic, and geo-

"Must science and technology continue to feed the historical cycle of more consumption, more waste, more economic disparity?

late ourselves from these inexorable processes. The long-term reality is that the ability of the developing world to control its growth, to raise its standard of living, and to increase the efficiency with which it uses energy and resources will have a profound effect on our own prosperity. The problems of the third world are therefore our problems.

If you don't believe that our future is linked inextricably to the future of the developing world, consider events in the Per-

logic causes of the Persian Gulf crisis are not dissipating. Growing disparity in population, in distribution of natural resources, and in wealth, combined with the proliferation of sophisticated weapons, suggests that more nations will act as Iraq did, to attempt to redress such disparities. The industrialized world, whose economic health depends on the stability of international markets, will be increasingly motivated to enforce the status quo when it is threatened. The burning oil fields of Kuwait,

rather than ballistic-missile silos of the superpowers, may represent the new paradigm for conflict in the 21st century.

It is crucial, then, for us to see ourselves as part of a dynamic global system. But it is perhaps equally important to understand historical patterns of human development and to learn from the successes, mistakes, and patterns of the past.

FEW MONTHS AGO I visited Mexico City, which has what is probably The greatest anthropological museum in the world. While at this museum, I learned about the succession of indigenous cultures that inhabited Mexico before the arrival of the Spanish armies. As knowledge and technology progressed in these indigenous cultures, their populations grew, hunting and agriculture intensified, and consumption of natural resources increased.

Civilizations that had grown and flourished for centuries declined rapidly when population growth exceeded their ability to increase productivity. The Mayan culture thrived for 600 years on the Yucatán Peninsula, until intensification of agricultural production-driven by population growth -led to an ecological decline that fueled Continued on Following Page



Solving Global Crises Will Require a New Definition of Progress

Continued From Preceding Page

the collapse of the Mayan state. In the highland valley of central Mexico, three major indigenous civilizations rose and fell over a period of 1,500 years. Anthropologists recognize that this progression displays a typical pattern: the decline of one culture as a result of environmental depletion, coupled with the ability of the succeeding culture to support a larger population through more advanced agricultural

HE ANTHROPOLOGIST Marvin Harris has argued that population growth generates the ecological pressures that become the major incentives for technological development. As populations grow, those cultures that are technologically skilled can innovate their way out of depleted resources by increasing efficiency or exploiting new resources. The critical point made by Mr. Harris is that human history is dominated by repeated evolutionary cycles of this kind: population growth, resource depletion, and declining standards of living, followed, in many cases, by technological innovation that launches a new cycle of growth and depletion. This cyclical view of history asserts a Malthusian correlation between population growth and the inadequate supply and distribution of the resources necessary for a high quality of life. The social consequences of this correlation are poverty, hunger, and war. From this perspective, technology does not avert these consequences; it advances as a result of them.

It would be naïve, therefore, to think that technological advance occurs spontaneously or is driven solely by the initiative of disinterested scientists. Most of the major technological innovations and many of the scientific breakthroughs of the past century would never have occurred without the incentives-both economic and political-created by war or the threat of war. Indeed, the tradition of generous federal support for research stems from the nuclear-weapons program of World War II, not from the great contributions of science to a more humane society.

It is easy to show that the idea of forward progress—of the potential for infinite growth, for perpetual improvement in the quality of our lives—is parochial. Consider that the population of the industrialized nations of the world is projected to grow by about 150 million people in the next 30 years. Over this same period, the population of developing nations will increase by 2.3 billion. Thus, 95 per cent of all the human beings born over the next 30 years will benefit little from the progress that gives us, as Americans, such faith in the future.

UR VISION OF PROGRESS does not offer a viable solution to the Jolier a visuo somment problems, world's development problems, because the planet cannot provide the rethe typical American citizen even the roughly 5.3 billion human beings now on earth, it has been estimated, for example, that if the entire world adopted the agricultural and industrial practices of the United States, known petroleum reserves would be depleted in just over a decade.

Recognizing the cycle of population growth, resource depletion, and technological innovation does not in any way imply that we must accept the inevitability of this cycle. In fact, by recognizing it, I believe that we are morally obliged to question its inevitability and to seek new trajectories of cultural development. This will

require a revolution not in science and technology, but in values. To accomplish this revolution in values, we must begin by stripping away the rhetoric that drives our science and technology agenda.

This rhetoric is exemplified by the de-

bate over global change, which is mired in arguments about the magnitude of temperature changes and the validity of globalclimate models. But the real debate over global change has nothing to do with whether global temperature will increase two degrees or three degrees or no degrees over the next 50 years. Certainly a temperature increase of several degrees over the next century could have disastrous global consequences, especially for the less resilient societies of the developing world. But the immediate challenge for science and technology must not be viewed as the need to reduce scientific uncertainty about climatic warming. This is a hollow ambition. It is too easy to support and too unlikely to bear fruit. The real debate is about whether we will continue the same pattern of population growth, resource consumption, environmental degradation, economic disparity, and armed conflict that has characterized human culture from

its very beginnings. The scientific community seems very reluctant to embrace the basic terms of this debate. Comfortable with data, but uncomfortable with the ethical and cultural implications of their inquiry, scientists debate what they perceive to be the substance and leave the value judgments to the politicians.

Scientific uncertainty has become an operational synonym for inaction on global environmental issues, and the debate over global change has thus become an impediment to action on a wide range of issues critical to our survival.

But we could act on these issues today. We could choose to focus our minds and our resources on increased flooding in Bangladesh right now, rather than on the possibility of a rise in sea level 50 years hence. We could focus on the growing deserts in the sub-Sahara now, rather than on

possible climatic changes in the future. The real challenge is to find ways to increase the quality of human life throughout the world right now. This path can be found only if we adopt a new philosophy of global progress in which the success of science and technology is judged strictly on our ability to move toward less consumption, less depletion of resources, and lower rates of population growth.

We know that the key to a lower rate of population growth is a higher quality of life, as measured by levels of health and nutrition, education and income, job opportunity and personal freedom. The problem is that we have generally improved these measures at the expense of our environment, and, too often, at the expense of our neighbors.

HE OPPORTUNITIES for implementing a new age in scientific inquiry and outreach have never been greater. We have the technological capability to link research centers in distant corners of the world, to share data and ideas and hypotheses instantly, to hold satellite-transmitted teleconferences between scientists and policy makers, to connect elementary- and secondary-school students with research scientists. In other words, we have the hardware necessary to launch a new era in innovative, interdisciplinary science and education.

The mass media have reported widely on the "crisis" in scientific research, as reflected in various controversies over indi-

MÉLANGE

rect costs, scientific misconduct, levels of support, and "big" versus "little" science. Perhaps this crisis, whatever its origins, can provide the motivation, or at least the instability, that will lead us to reconsider the proper role of scientific research as it is carried out in the United

OPINION

OPINION

Must science and technology continue to feed the historical cycle of more consumption, more waste, more economic disparity? Or can our research lead us out of that cycle and create a new trajectory for cultural evolution based on minimizing waste of energy and other materials and increasing consumption and enjoyment of non-material resources, such as music, literature, art, and scientific knowledge it-

This should not be seen as a limitation on the breadth of scientific inquiry. On the contrary, I am advocating that scientists break the shackles on scientific pursuit that are imposed by our own flawed definition of progress. This definition has led scientists to the straitjacket of disciplinary specialization and an allegedly "rational detachment" from the ethical and moral problems facing the human species.

Pursuing the new definition of progress that I've outlined will require both individual and institutional change. It will require new measures for success, based not on the ability to publish a lot of papers and generate a lot of grants or patents, but on the ability to forge innovative, interdisciplinary approaches to global problems facing humanity.

Solutions to these problems may be found in the core of the earth or in the outer reaches of the solar system. But the wisdom-and the will-to seek these solutions can come only from within ourselves.

Rep. George E. Brown, Jr., Is chairman of the House of Representatives Committee on Science, Space, and Technology.

national research shows deep ra-

cial divisions among American youths. Many campuses are grappling with some sort of racial conflict every day-in controversies over admissions policies, in racially motivated hate incidents, even in clashes over the content of curriculum.

By Arthur J. Kropp

T COMES AS NO SURPRISE tO the

academic community that new

But "Democracy's Next Generation II: A Study of American Youth on Race." recently released by People For the American Way, a constitutional-liberties organization that I head, takes us beyond these incidents to explore the underlying dynamics of how young people think and feel about race—and why. In particular, the study shows how higher education can help lead the next generation out of this dangerous thicket of racial misunderstand-

This challenge must rank as high for educators as does the task of preparing our youths to take a productive place in our national economy. Part of the long-standing mission of higher education has been to lift our society toward a better, more cohesive whole. If we abandon this communiin the world will not rescue America from a social unraveling that ultimately threatens the viability of all of our institutions.

The first step for educators is to understand the full complexities of young people's racial attitudes today. Our research focused on the "children of the civil rights era"—a cross section of young Americans of all races between the ages of 15 and 24. Although these young people have no personal memory of the civil-rights movement of the 1950's and 1960's, they have grown up in the crucible of change that it created, including the sweeping racial integration of achools and colleges across America.

Our study found that young people,

Colleges Must Find Ways to Eradicate Racial Divisions

thrust forward by history, are pulling back out of economic fear. They are remarkably pessimistic about our nation's future and their ability to find good jobs and earn decent incomes—a pessimism that has risen significantly just in the two years since we inquired about it in an earlier study of youths and citizenship. Overwhelmingly, these young people see their lot in life as

tougher than their parents' was. In this context, it is not surprising to find plague our society. "Because whites have had an advantage and the upper hand on things for so many years," comments one black high-school graduate, "I think it's a very good idea to have financial aid and special considerations given to the minor-

What creates this "perception gap" between young blacks and whites? Interestingly, we found that white youths' views on many tough racial issues tend not to be

"White youths' views on many tough racial issues tend not to be grounded in personal experience. Many whites vent anger at affirmative action as an abstract notion, while relatively few seem able to cite

solid evidence that it has affected them personally."

that self-interest often drowns out concern grounded in personal experience. Many about our nation's progress toward full social equity. A plurality of young whites, for example, now believes that whites are more likely to "lose out" on scholarships, jobs, and promotions under the status quo than are minorities. "I'm going to be going to college soon, and I don't want to be turned down because I'm white," one 16year-old girl said worriedly.

Young blacks are looking at the same social and economic picture and seeing something very different. By and large, they continue to support the principle of affirmative action, especially in college admissions, because they know that discrimination against minorities continues to

an abstract notion, while relatively few seem able to cite solid evidence that it has affected them personally. While excoriating blacks in general as welfare-dependent. white participants in focus groups uniformly described their own black friends as hard working. It seems that many young whites have grown up with negative stereotypes of blacks so potent that they overpower their own positive experiences. Some blacks, in turn, tend to use individual encounters with racism to condemn all whites in a sweeping fashion.

Surprisingly, we also found that young Americans look to education to help bridge the rift in race relations. Young people of all races view education, along with hard work and a fair chance to succeed, as the universal formula for success in our society. Since education is seen as the key to social mobility, young whites are willing to ex-

tend this help to black and Hispanic students in such forms as increased minority scholarships and increased integration of educational settings. The broad consensus behind increased educational opportunity breaks down, predictably, on the thorny issue of minority-enrollment preferences. But this area of disagreement does not nullify youths' remarkable vote of confidence in education as our great social

UT OUR FINDINGS also tell us that educators must do more than simply open their doors to more minority students. As young people pass through their college years, their attitudes on racial issues harden. Simply providing an integrated setting is not sufficient to promote mutual respect, as we saw when a focus group of white college students-all attending integrated institutions-expressed more bigotry toward blacks than did noncollege-educated whites. Conversely, we found some of the deepest signs of alienation and despair among had completed college.

Consider these disturbing facts: A plurality of white youths now in college or who have completed college and twothirds of their black counterparts say race relations are "generally bad." Even more telling, college-educated blacks are significantly more likely than other young blacks to say that blacks "feel uneasy" in dealing with whites. College-educated blacks are less likely to say that they socialize with whites than are non-college blacks.

What's needed now is a fresh and com-Continued on Following Page





A Woman's Panacea or Her Poison; Linguistics; Baseball as a Bastion Against Hypermodernism

HAVE ALWAYS IMAGINED that it was a macho journalist in the late 1950s-sleeves rolled up, eyes squinting through the smoke of the cigarette dangling from the corner of his mouth, two index fingers producing a machine gun rattle on the Remington-who, while writing some pithy piece on oral contraceptives, decided to capitalize the word pill and thus inadvertently converted this pedestrian generic term into a powerful four-letter word. Since then, the Pill has been equated to everything from a woman's panacea to her -Carl Dierassi, professor of chemistry at Stanford University and co-inventor of the birth-control o*lli, in* The Pill, Pygmy Chimps

and Degas' Horse, published by BasicBooks O ITS CREDIT AS a human endeavor.

A the science of linguistics has maintained through its generations a certain wistful indecision about its ambitions. Only a stalwart linguist-or an especially myopic one-can avoid the temptation to look up from the voluminous tabulations of syntax and phonemics for an occasional glance into the heart of human nature, much the way astronomers look through the silica lens at the origins of time. Linguistics and astronomy constitute an unlikely sisterhood, for they are both constrained to be more observational than experimental-astronomy because its subjects are too distant to be experimented on, and linguistics because its subjects are too hu-

No longer are children impressed from the crib to serve as guinea pigs. But the revelations about how we acquire language still come from children: wild children, who have grown up with beasts as their only companions; abused or neglected children whose family histories replicate the isolation in the shepherd's hut, sometimes with far more attendant horror. The cases are exceedingly rare and mostly fleeting. They become the property of whichever researcher is fortunate enough to be present at whichever dark hour.

—Russ Rymer, journalist, in the April 13 issue of The New Yorker

 $B_{\mathrm{and}}^{\mathrm{ASEBALL}}$ with its love of records and statistics, its broadly based and highly tiered organization, has perhaps more focal force than any other

single institution in this country. It is a real bastion against the hypermodern hordes. While it too suffers from hyperactive attacks and hyperreal attrition, it remains a realm of real celebration. If we are equal to its commanding presence, we will act sensibly and vigorously to restrain hypermodernism.

More needs to be done, of course. Not only do we have to maintain and build more ballparks and playing fields; we must also preserve and clear central spaces in our cities for other sports, for concerts, museums, academies, for running and playing, for singing and dancing, for painting and sculpture. We should honor and practice the great things that we know well and are confident of, tennis and gymnastics, baroque music and jazz, Rembrandt and Henry

But who knows what kinds of celebration will arise and where? Postmodern realism is not an ideology of platforms and programs but a matter of flexibility and cooperation.

--Albert Borgmann, chair of the philosophy department at the University of Montana. in Crossing the Postmodern Divide, published by the University of Chicago Press

LETTERS TO THE EDITOR

How Best to Structure the Financial-Aid System

posals to Drop Student-Aid Fees" (Murch 25) was helpful in bringing feres with, their enrollment deci- ers. attention to this important debate.

However, the predominant focus of the piece on application fees may have distracted readers from the more central issue in the pending legislation, especially in the House of Representatives. That issue is whether students should continue to be able to apply for all types of finan- al, state, institutional, and private). the College Scholarship Service's cial aid with a single form. This issue was referred to midway through the article, but merited an in-depth dis- formation needed for federal pur- truth. cussion because it bears heavily on whether needy students will be able to access the aid system successful-

For starters, I believe there is widespread agreement that, if at all possible, students should not have to pay a fee in order to demonstrate their eligibility for aid. That philosophy parallels the views held by many people, including many in Congress, that students shouldn't have to pay an origination fee (which can amount to hundreds of dollars) in order to obtain federally subsidized loans. However, the same economic realities that dictate origination fees and insurance premiums for government loans make fees for financialaid forms a necessity today. Pliminating fees means finding support clsewhere for the delivery system. and that priority has to compete with all the others for public support.

Thus, the central question for this debate should be how best to struc-

Continued From Preceding Page

all, students.

prehensive effort by colleges and universities to ad-

dress these issues directly. Our conversations with

young people revealed that rarely has any teacher,

parent, or other significant adult asked them to reflect

on racial attitudes. While some colleges and universi-

ties have made a stab at addressing this issue, such

efforts are often limited and available to some, but not

DUCATORS can fill that gap by putting a top

directly confront racini misunderstandings,

spike myths, and invite a healthy dialogue about cam-

pus policies or events that strike a racial nerve. To

have a real impact, programs must have the clear and

public backing of the administration and the faculty.

Efforts should be more than marginal, pro forma un-

dertakings. Students need to receive a strong mes-

sage that these issues are important and must be of

out and experiment with programs, exchange infor-

mation with other institutions about programs that

really work, and put the necessary resources behind

People For the American Way is now testing one

such program, North Carolina Students Teach and

Reach, in several school districts in the state. The

program enlists the help of college students in holding

discussions about race and other social divisions

As we evaluate, refine, and expand the program.

we also plan to serve as a clearinghouse for in-

formation on other such programs around the coun-

Charitable foundations have made substantial new

Thus, college administrators should actively seek

cern to all students.

among high-school youths.

priority on developing effective programs that

sions. Aid delayed is in fact aid dedisadvantaged backgrounds. from who need the aid most.

The current financial-aid application system, known as Multiple Data sistance from several sources (federsupplemental data along with the inposes, so that states and institutions can make their award determinations (which require the supplemental data) without burdening the student with an additional application. It thus to aid for students and expedites timely decisions from all sources of

Unfortunately, the House reauthosystem by artificially separating federal and non-federal data collection. gets more complex, more and more students fail to make their way serve the student-aid partnership about the structure and financing of

I agree that low-income students shouldn't pay a fee, but the overall ture the application and delivery sys- aid-delivery system should not have tem, not how to finance it. . . . Our to be dismantled in order to accom-

Colleges Must Find Ways to Eradicate Racial Divisions

O TITE EDITOR: can apply for aid simply and that we The article "A Debate Over Pro- can award them aid in a timely fash." But there is no debate about multiple ion that supports, rather than interforms. Students would be the big los-

> There was another part of the artinied. This is especially true for those cle that was misleading and troublesome-namely, the implication that the non-profit organizations that process the financial-aid forms are selfishly arguing to maintain the sta-Entry, has allowed students to apply tus quo because it is the most advanwith one single form for financial as-From where I sit (as elected chair of The system lets students provide National Assembly and Council). this could not be farther from the

> > The College Board does indeed re-

cover the costs of its services through student fees and institutional charges and is, therefore, a "vendor" in the aid-delivery process. But provides a simple and direct access the College Board is first and foremost a membership organization. The secondary schools, state agencies, and postsecondary institutions that are members of the College rization proposal would disrupt this Board propose, help to develop and implement, and fine-tune the services of the College Board. As a mem-Anyone who works with students ber representative who has served in knows that as the application process governance positions for the last five years, I can state that the membership is committed to providing timethrough it to obtain the aid to which ly, efficient services that permit the they are entitled. . . . The Senate effective and equitable distribution version, by contrast, seems to pre- of billions of dollars of financial assistance to needy students. The memamong all data users, but leaves a bers determine the service levels, number of unanswered questions and they carefully review and validate the fee that is charged for those services. Thus, it is the College Board membership-whose representatives are drawn from the admissions, counseling, and financial-aid communities-that is not only rechallenge is to assure that students plish this objective. Whether fees ac- sponsible for but proud of the profes-

support available for programs to improve race rela-

tions on college campuses. Successful models are out

there, and more are being developed every year.

What's needed now is strong and forceful leadership

at individual colleges and universities-leadership

prepared to invest the time and energy in producing

results and prepared to cope with controversial is-

Toward that end, administrators should not be di-

verted by the debate over "political correctness,"

since issues of race defy ideological labeling and tran-

scend campus politics-as-usual. Our study's results

remind us that the vast majority of students do not

frame their perceptions as "PC" or "non-PC," and we

THEN YOUNG PEOPLE are forced to examine

group discussion, one 19-year-old who had voiced

racial stereotypes observed: "It's making me see 1

don't know where I stand, because I thought I wasn't

prejudiced, but the more we talk, it seems like I

In the end, most of these youths reaffirmed the

moral framework that joins us as Americans: They

demonstrated an abiding sense of fairness, a willing-

ness to assume personal responsibility, and a hunger

for educational opportunity. We must begin to build

Arthur I. Kropp is president of People For the Ameri-

iberties organization,

Way, a 300,000-member non-partisan constitu-

their own racial attitudes, we found, some-

thing remarkable happens. They them-

effectively.

on those values.

JAMES SCANNELL

Thomas J. Deloughry's article was a balanced piece on a technically and politically tangled issue. I want to clarify one point, howev-

sional and comprehensive services

AND YOU CALL

YOURSELF A

S

TEACHER.

er, regarding the use of applicationfee revenue to support publications about student aid and the training of counselors and aid administrators. In the case of the College Board's College Scholarship Service, less than 10 per cent of css expenditures are devoted to publications and trainingnot an inordinate investment in these essential activities. Sometimes these services are termed "ancillary," but the schools and colleges that are members of the College Board believe that they are in fact integral to the entire financial-aid process.

Whatever strictures Congress may seek to impose on the charging of application fees, continuing these efforts is in the best interests of needy udents who rely on financial aid. One way or another the revenue must be found through the federal-stateinstitutional aid partnership. Accurate, accessible information about the process and well-trained profesmust understand their thinking in order to reach them effective aid delivery as the printing and processing of applications forms.

LAWRENCE E. GLADIEUX

sift out the truths from the halftruths, myths, and stereotypes. After a probing focus-TO THE EDITOR:

. . . Several points are left unsaid [in Thomas DeLoughry's article], or why do students who have been of are implied so subtly as to go unno-

First, I doubt if most financial-aid offices have a strong preference for any of the current "need analysis" forms used to determine financial-aid eligibility. I suspect we all "prefer" a given form, because it is the one Grant? This means, based upon the we're used to ... Trute, the Financial Aid Form does collect more information than the "free" form, but since so many facilities of many facilities of many facilities of a Need Grant, but since so many facilities of a Need Grant, and the since so many facilities of the since so many facili determinants are completely arbitrary, concern about whether the selected form asks this question are the selected form asks the selected form asks the selected form asks this question are the selected form asks the select

question is like arranging the deck chairs on the sinking Titanic.

Second, I sincerely doubt if there

are thousands of students who have to choose between eating and paying the processing fee charged by some multiple-data-entry contractors. Consider: If a student could buy a serviceable car for \$10, do you think she or he would come up with the 10 spot? Sure! And yet, requiring a student to pay 10 bucks to receive thousands in financial aid is enough to bring the hund-wringing saviors of society flapping and whooping at a dead run! Frankly, if someone literally has to go without food because of the \$10 fee, Muslow and I would atgue that they aren't quite ready for college and self-actualization.

Finally, there is no free form pro vided by the federal government for the financial-aid hopeful. It probably costs the feds (i.e., the taxpayers) more to process their form than it does the College Scholarship Service to process Financial Aid Forms, I may be just the tiniest bit cynical about the efficiency of the feds, but! can imagine them spending millions of taxpayers' dollars to study the multicultural impact of ink colors and paper texture used in their "free form. Frankly, I can't think of anything the feds can do more efficiently

than the private sector. So, it seems to me that the only argument about processing fees is sionals in the field are as important to one of who should pay them, the student or the taxpayer. Should the government "spend, spend, spend" of should the individual share in a small part of the cost, and by so doing real ize a sense of ownership, participation, and responsibility in the process of assessing financial aid? . . .

A far more pertinent issue, I ls how aid eligibility is determine from the reported data. For example, public assistance for years have to complete financial-aid need-analysi forms at all? For another example why are three different formulas used to respectively determine eligibility for "campus based" aid, m state's "Need Grant," and the Pell same reported data, that the student could be eligible for a Stafford Loan.

lected form asks this question or that eral" and "conservative" alike. But

OPINION

NOINIGO

AND YOU CALL

YOURSELF A

RESEARCHER.

the trivial, tedious debates surrounding the mechanics of financial aid are a smoke screen blinding us to meaningful innovation. NICK RENGLER Director of Student Financial Aid Olympic College Bremerton, Wash.

The study of religion and spirituality

TO THE EDITOR:

I read with great interest Robert N. Sollod's Point of View piece, "The Hollow Curriculum" (March 18). which laments the inattention to issues of religion and spirituality in college and university teaching. With the all-important proviso that it is not the function of higher education to "indoctrinate students with specific viewpoints or approaches to life," Mr. Sollod emphasizes the importance of religious factors to arguments for and against multiculturalism and to courses in philosophy. literature, psychology (his own field), and political science. He persuasively argues that study about religion should be seen as a vital ingredient of social-scientific and humanities teaching. He might have added that even the Supreme Court's so-called "Prayer Ban" decision supported such study. I therefore join Mr. Sollod in decrying its absence from these

curricular contexts. However, it is an unfortunate irony that his article is also an instance of the problem he is seeking to address. While not represented at every nstitution—and perhaps not at Mr. Sollod's—there is a discipline that is specifically concerned with the academic study of religion. In departments of religious studies or religion. scholar-teachers are exploring comparative, philosophical, biblical, sociocultural, historical, and literary expressions of spiritual phenomena or belief systems. Over 5,000 faculty and graduate students in the field participated in the joint annual meetings of the American Academy of Religion and the Society for Biblical Literature last November, while scholars in the social sciences meet yearly as the Society for the Scientific Study of Religion. Three of the score of scholarly journals in the discipline come from these organizations.

Consequently, although I agree hat the fields and debates Robert Sollod cites should not ignore religious dimensions of their own subect matter, I must note his ignorance of the departmental entity that is ex-

pressly and comprehensively focused on doing the academic job he wants done. With the help of informed faculty allies, it can do that job even more effectively—as it continues to respect the curricular prerogatives of other disciplines, such as psychology, which are properly housed in their own departments.

DANIEL C. NOE1.
Professor of Liberal Studies
In Religion and Culture
Vermont College of Norwich University

TO THE EDITOR:

Robert N. Sollod's article is critical of psychology programs for ignor ing topics related to religion and spirituality. He notes that the growing interest in the concept of multiculturalism will call for more attention to these topics. I was reminded of a comment that the Dutch psychiatrist Jan van den Berg made some years ago to the effect that spirituality rather than sexuality was the repressed area of contemporary society. Perhaps his statement explains partially why the psychological aspects of religious and spiritual experience have not been studied. Of course, there are other reasons.

The natural scientific model of mainstream psychology has tended to exclude these topics as not amenable to measurement or has reduced them to mensurable terms. The former tends to relegate them to the category of non-experiences; the latter translates them into different experiences. For example, many people consider the experience of hope to include religious and spiritual dimensions. In a check last year of the Psychological Abstracts from 1983 to the present I found only three studies listed under this topic description, one from Czechoslovakia, one from a nursing school, and one from a social-work journal. However, there were 1,688 studies under the topic of expectation. Presumably "hope" had been reduced to "expectation," a concept amenable to measurement. If one interrogates his/her own experience or refers to phenomenological research, it becomes obvious that the experiences of hope and expectation are essentially distinct.

There are a number of psychology programs, such as our own, which have developed research methodologies based on a human-scientific or phenomenological model. In these programs it becomes possible to research in a scientifically rigorous Continued on Following Page

"IF CONFORMITY EVER RAISES ITS UGLY HEAD AT THIS SCHOOL, 1'M OUT ! >

QUOTABLE

"Secular rationalism has been unable to produce a compelling, self-justifying moral code."

HEREAS MODERNISM had calmly accepted Nietzsche's dictum that "God ▼ is dead," it generally interpreted this to mean simply that institutional religion was moribund. But a handful of modernists jumped to the Nietzschean conclusion that if God is dead, everything is now permitted. That was implicit in modernism and more than implicit for those who believed themselves to be the avant-garde of modernism, but only with postmodernism has it become belligerently explicit and a dominant motif in the culture at

For centuries, as the focus on religion as a central human experience continued to dim, the intellectual world remained remarkably complacent. The satisfying rituals of religion, it was thought, could be replaced by an esthetic experience of the arts. Indeed, the aura of the sacred has largely been transferred from religion to the arts, so that the burning or even censorship of books is regarded as a greater sacrilege than the vandalization of churches or synagogues.

As for the moral code traditionally provided by religion, it was assumed that since modern individuals were rational moral agents, rational philosophy could be relied on to come up with a code that, if not identical with religion's, would be sufficiently congruent with it that the practical moral effect would be the same. From Immanuel Kant to John Dewey, that had been the basic assumption of secular rationalism, and it gave rise to the modern quasireligion of secular humanism. Such a philosophical enterprise, it was believed, would converge on what John Dewey called "a common faith"—a faith in the ability of reason to solve all of our human problems, including our human need for moral guidance.

But this is a faith that has failed. Secular rationalism has been unable to produce a compelling, self-justifying moral code. Philosophy can analyze moral codes in interesting ways, but it cannot create them. And with this failure, the whole enterprise of secular humanismthe idea that man can define his humanity and shape the human future by reason and will alone-begins to lose its legitimacy. Over the past 30 years, all the major philosophical as well as cultural trends began to repudiate secular rationalism and secular humanism in favor of an intellectual and moral relativism and/or nihil-

OURGEOIS CAPITALISM began with a kind of benign toleration of religion but a firm commitment to Judeo-Christian morality. In this respect, Adam Smith and our Founding Fathers were of one mind, one sensibility. Their fundamental error, doubtless attributable to their rationalism, was a complality relates to its relicency about how this mo gious roots. Having made this error, they compare unfavorably with the Church Fathers of Christianity, who had to confront in the first three centuries A.D. powerful movements to keep the Old Testament out of the Christian Bible. . .

The bourgeois capitalist revolution of the eighteenth century was successful precisely because it did incorporate the older Judeo-Christian moral tradition into its basically secular, rationalist outlook. But it erred in cutting this moral tradition away from the religious context that nourished it. And so, in the nineteenth century in all Western nations, we had

what was called a "crisis of faith" among writers and philosophers. It was not yet a crisis in moral beliefs. George Eliot wrote that God was "inconceivable," immortality "unbelievable," but Duty nonetheless "peremptory." A few years later, Nietzsche came along to proclaim that Duty was an illusion fostered by the Judeo-Christian "slave morality." Nietzsche was not taken seriously until after World War H-a war that Hitler lost but that German philos-

ODAY, in our academic and intellectual circles, Nietzsche and his disciple, the Nazi sympathizer Martin Heidegger, are almost unanimously regarded as the two philosophical giants of the modern era. It is important to understand that their teachings are subversive not only of bourgeois society and the Judeo-Christian tradition but also of secular humanism, secular rationalism, bourgeois morality-and, in the end, of Western civilization itself.

This cultural nihilism will have, in the short term, only a limited political effect—unless we have a massive, enduring economic crisis. The reason cultural nihilism will not prevailthis is still the good news-is that a bourgeois, property-owning democracy tends to breed its own antibodies. These antibodies immunize it, in large degree, against the lunacies of its intellectuals and artists. The common people in such a democracy are not uncommonly wise, but their experience tends to make them uncommonly sensible. They learn their economics by taking out a mortgage, they learn their politics by watching the local school board in action, and they learn the impossibility of "social engineering" by trying to raise their children to be decent human beings. These people are the bedrock of bourgeois capitalism, and it is on this rock that our modern democracies have been built.

But a society needs more than sensible men and women if it is to prosper: It needs the energies of the creative imagination as expressed in religion and the arts. It is crucial to the lives of all our citizens, as it is to all human beings at all times, that they encounter a world that possesses a transcendent meaning, a world in which the human experience makes sense. Nothing is more dehumanizing, more certain to generate a crisis, than to experience one's life as a meaningless event in a meaningless world.

In a sense, it is all Adam Smith's fault. That amiable, decent genius simply could not imagine a world in which traditional moral certainties could be effectively challenged and repudiated. Bourgeois society is his legacy, for good and iil. For good, in that it has produced through the market economy a world prosperous beyond all previous imaginings—even socialist imaginings. For ill, in that this world, with every passing decade, has become ever more spiritually impoverished. That war on poverty is the great unfinished task before us. The collapse of socialism, along with the vindication of a market economy, offers us a wonderful opportunity to think seriously about such an enterprise. Only such an enterprise can ensure a capitalist future.

-Irving Kristol, Fellow at the American Enterprise Institute, in the March/April issue of The American Enterprise. Copyright 1992. Irving Kristol. Reprinted with permission from The American Enterprise.





Letters to the Editor

Continued From Preceding Page way the psychological aspects of religious or spiritual experiences. Over the years doctoral dissertations in our department have been written on such topics as charismatic Christian spiritual healing in a traditional and contemporary social context; adult disillusionment with religion, marriage, or a career; the relationship of values, actions, and mental health; the psychological structures of transcendental, yoga, and Ignatian meditation, etc. A current dissertation deals with the experience of the sacred in subjects' lives. When one starts with descriptions of experience, it is not necessary to exclude these topics or to reduce them to something else.

In Sollod's article the field of clinical psychology was singled out for not requiring students to learn about the role of religion in people's lives. We are fortunate to have at Duquesne University an Institute of Formative Spirituality where different religious and spiritual traditions are studied. Our Ph.D. students in clinical psychology are required to take one course in the institute or in the philosophy department in order to broaden their understanding of the place of spirituality and tradition in people's lives.

One other development . . . is an international, interdisciplinary projcct on Cultural Heritage and Conemporary Life sponsored by the Council for Research in Values and Philosophy in Washington. In this project, teams of scholars in Africa. Asia, Europe, North America, Central and Eastern Europe, and Latin America have been articulating the values of their own cultures and their confrontation with contemporary values. . . . Psychologists, other social scientists, and philosophers from different cultures have been researching . . . topics together in the hope of coming to some agreement on the shared values that will be necessary for the 21st century.

As the concept of multiculturalism grows in importance, I expect the interest in religion and spirituality to grow as well. I am grateful to Robert Sollod for encouraging psychologists to become more involved in these

topics, which are central in so many neonle's lives.

RICHARD T. KNOWLES

TO THE EDITOR:

Robert N. Sollod would have us give religion its appropriate place of honor among the spiritual pursuits and not to refer to people as "zealots" or "fanatics." I am deeply committed to the teaching of comparative religion mainly because the world is currently as dangerous a place as we have seen over the past 4,000 years. since Abraham walked out of the Chaldean Desert. We are in an apocalyptic moment of the Millennium where at least three major religions

harbor groups who believe that the

time has come for the world to be

destroyed by fire, since it had once

been destroyed by flood. In an age of

advanced thermonuclear technol-

ogy, we have finally come to a mo-

ment when the world possesses the

capability to destroy itself-all in the

name of God. From Jericho and Ai.

to Islam's spread and the Crusades.

spiritual" people have been making

war in the name of the Lord. Now.

kill each other, as do the Serbians

and the Croatians, the Muslims and

the Hindus; the Pope speaks of

Christian Europe; and missiles fly

The time is right, now. And let us move the discussion another step and out into public view. It seems clear that the American people harbor ambivalent, if not negative, attitudes concerning the place of the university in society. As one of the educated persons outside academia that Sollod mentions. I suggest we make this issue an occasion of national awareness to once again bring the university into public life, and demonstrate its relevance to the world at large. It couldn't hurt-or could it?

over Jerusalem, where spears were

once thrown. This may be a manifes-

tation of what Professor Sollod calls

"deep spirituality." In any case, it

should be studied, but it is a frighten-

up the subject of religion and spiritu-

ticle by Robert N. Sollod is a long-

overdue reaction to the sad and

harmful state of affairs in the educa-

tion of our leaders and teachers, and

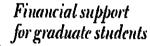
the educated population in general.

SOL GITTLEMAN Professor of Juduic Studies Tufts University Medford, Mass.

ing development.

TO THE EDITOR:

BLAISE C. MAZZEI.LA Vice-President Red Balloon Home Services Inc. Arlington, Va.



TO THE EDITOR: Rarely have I seen such a sad and ultimately dishonest study as that of Frank L. Morris comparing support for international students with support for American minority students ("Foreign Students Said to Get Aid Preference Over U.S. Minorities," March 11).

In most graduate programs virtually no international students will enroll absent institutional support; they are normally not eligible for any external support, particularly needbased aid, and either cannot or will not pay the very heavy tuition and fees that they inevitably face at both private and public universities. In contrast, minority students-like American majority students-can often get external support and, at public institutions, face dramatically

lower in-state charges. What is remarkable about Morris's study is that the proportion of international students without institutional support is as high as it is—I am and science applicants with 3.0 GPA's surprised so many international students find the resources to pay for an were looking for opportunities to at-American graduate education,

Morris's charges are particularly troubling because, first, they try to the graduate schools that they would capitalize on the growing isolationist, even racist it a partial and a strength of the graduate schools that they would rollment of Native American its blue to attend. If they were foreigneven racist (i.e., anti-Asian) attitudes student applicants, many of them which it is NO. 3. World applicants which is NO. 3. World applicants which it is NO. 3. World applicants which is NO. 3. Wor Increasingly visible in American pub-would be funded. resent the challenges we face in doctoral education. The real tragedy is the extraordinary failure to college being eligible for federal loans (a case ball team, which included two blacks ball teams belong to the property of the property the extraordinary failure to attract
American students of any but to allow made in Ms. Blum's article by

and two Native Americans, went to any two Native Americans, went to any two Native Americans, went to a conference of the American students of any hue to graduate school in some for a confer and two Native American and two N graduate school—in some fields there are only a minority of A-roll on Graduate Schools), we at ence game. During the contest, rule, and yells there are only a minority of Ameri
OEM ask: "Why should minority stu
racially oriented shouls and ye cans among doctoral candidates—
compounded by the follows to compounded by the failure to preto take a loan while foreign students were directed at the dents by a few local students. pare and attract minority students to are given aid in the form of an assispost-baccalaureate education. And tantship through the university that that flows in part from the failure to does not have to be repaid?" Not improve college attendance and com-

students, particularly maies. The high proportion of internation- sistantship form of funding is more



"He may be a genius but he sure can't write."

because of what it says about under- on university-based assistantship graduate education and society's pri- are placed in closer contact withthir orities. But Morris's charges misrep- department and thus have greateraresent the issues and misdirect public discussion. FRED V. CARSTENSEN Director of Graduate Studies in Economics University of Connecticut Storts, Conn.

TO THE EDITOR:

Debra E. Blum's article . . . was a timely piece on an issue that deserves greater scrutiny.

Although we have been writing about this issue for some time, most graduate deans have attempted to explain why minority students are served so noorly through the graduate-school financial-aid process by giving one or all of the following responses: (1) they cannot find qualified, minority, graduate-student applicants; (2) minority students are clustered in disciplines (education, the humanities, the social sciences) other than science and engineering, which most foreign students study; or (3) minority students as U.S. citizens qualify for federal loans, where-

as foreign students do not. We here at the National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM) take issue with all of the above. Our experiences over 15 years show an excellent pool of qualified students available who would welcome the opportunity to attend graduate school. The limiting factor is graduate financial aid. This past year GEM's recruiting process produced over 600 minority engineering tend graduate school. Most of these students cannot find funding through

On the last issue, where the argupletion rates for black and Hispanic izen with a loan repayment that foreign students don't have, but the as-

cess to the university resources (ober graduate students, equipment study space, mentoring, funded research, dissertation topic, etc.) w necessary for completion of the dotorate in an efficient and timely fash

If the U.S. Department of Eduction can declare race-specific aid by underrepresented minority American citizens unconstitutional, the we must question the fairness of system that favors foreign students who get all of the funding in the home country and the overwhelming share of all funding in the Unid HOWARD G. ADAM States.

Executive Director of National Consumation for Graduate Degrees for Misorias in Engineering and Science & Notre Dame, lot

Minority recruiting helps combat racism

TO THE EDITOR:

An incident involving two small Montana colleges this past winter may illustrate why administrate should try to achieve as represent tive a mix of ethnic groups among their students as they can.

College A, located in a remote mountain valley, ranks last or closs to last among the state's four-yes colleges in percentages of Native American, black, Asian, Hispanic, and foreign students, according to a report in The Chronicle ("College Enrollment by Racial and Ethnic Group," March 18).

College B, located in the state's largest city, ranks No. 1 in all catego ries mentioned above, except for en rollment of Native Americans, for nearby reservations that serve most of the Nutive-American yout

Last winter, College B's baske

The event was reported to the press by a spectator and was a considerable embarrassment to the college, as well as a serious affront to the players who were orally at

Students can learn to undersial al students in many doctoral fields conducive to completion of the docought to be a cause for deep concern conductive to completion of the doctorate. In addition, students studying they attend classes together, work is

administrators can help by deliberately recruiting minority students to

achieve such a mix. ROBERT H. LYON Retired Professor of Speech Communication Rocky Mountain College Billings, Mont.

Publisher defends bermissions fees

TO THE EDITOR:

OPINION

OPINIOS

In citing a \$500 permission fee requested by the University of Georgia Press for an essay in one of its books (" 'Fair use' questions plague copyright law," Letters to the Editor, March 18), Sharon Scholl left out some details that, in fairness to us, deserve mention. First, our standard permission

fee-which has not changed in about 15 years and which applied to Professur Scholl's request-is just 5 cents per page per copy, half of which would have gone to the author of the essay. Second, of the seven examsive permission fees that Professor Scholl offers, she neglects to mention the length only of the University of Georgia Press essay. It is 26 pages long, by far the longest of the excerpts she cites. In addition, Professor Scholl was not asked to pay the entire \$500 at once, as one might infer from her letter, but was asked to pay for only the actual usage per group of people at a certain time in a year, over five years. Finally, Professor Scholl emphasizes that her permissions would expire after 400 copies. Speaking for my press, that is a figure she herself suggested, not a imit we routinely impose. . . .

Publishers are not in the permissions business, they are in the bookpublication business. Every request for permission to excerpt a lengthy passage or chapter from a book might be viewed as a lost sale of that book.

lats, en in a committenes, etc. College fessor Scholl contacted us for reprint by editorial, not marketing, conpermission is a very good one, but so cerns. When a university press reare the others in that volume, and our jects a book on economic grounds, it commitment is equal to all of them. I know of no publisher who pub-

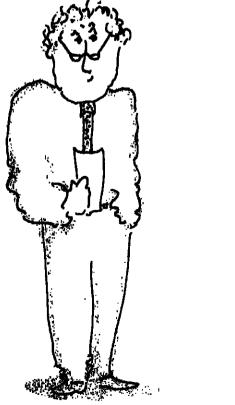
to make from it. Permissions may be a lucrative source of secondary income for some; for us they are basically a service we feel obliged to offer. And, given some of the eminent writers whose works Professor Scholl wished to excerpt, it is odd that she failed to speculate about the hand they, or their estates, might have had in setting permissions

I think there is a grain of truth in Professor Scholl's statement that "in mitted to have free access to ideas; librarians running through their halls whatever extent publishers might its acceptance has been only modertant distinction that Professor Scholl fails to make, perhaps because it undermines her pronouncement.

Further, I think that Professor enough. DAVID E. DES JARDINES Scholl's proof of her statement about free access to ideas-her persona experience—is weak. She set up very narrow criteria-a specific selection of reading material for a specific Treatment of statistics certain place-and, on the basis that things did not work out to her expeclations, broadly condemns publishers as some kind of economic censors. Or, perhaps, is it that publishers are guilty of colluding to strew kindred knowledge and ideas throughout vastly different books in order to

boost overall sales? . . . As an employee of a university press, I cannot abide at all Professor Scholl's statement about the "greed This is particularly true of essay col- of publishers" (something also stated lections, in the instances where a or implied in the two otherwise professor might want to use only one more informative letters that apor two from a volume for a class read-

Prof. T. P. Sims



Not yet available on video, thank goodness.

labs, eat in a common dining hall, ing packet. The essay for which Prois rarely for concerns about unprofitability, but most likely because cashlished an essay collection on the ba- flow problems prevent coverage of sis of the permissions fees they stood the book's initial costs. At a time when so many university presses are in serious trouble, tiresome, uninformed statements about greed are inappropriate.

Professor Scholl's letter is especially ironic to me in light of the lead title my press published in fall 1991, The Nature of Copyright: A Law of Users' Rights, by L. Ray Patterson and Stanley W. Lindberg. . . . The book argues for a sweepingly wider interpretation of fair use than now exists. Almost every page says somethis country you really are not per- thing that should have academics and you can have only those you are will- in glee. Yet, despite our best efforts ing or able to pay to access." But, to to spread the word about this book, overcharge for permissions fees, atc. As a publisher, we have stuck they would not be somehow limiting our neck out for scholars, librarians, access to ideas but to particular ex- anyone who looks over their shoulples of publishers' allegedly exces- pressions of ideas. That is an impor- der when they photocopy a few pages from a book. While we have not yet had our head chopped off, neither has our hand been shaken nearly

Assistant Marketing Manuger The University of Georgia Press Athens, Ga.

in NCAA study criticized

TO THE EDITOR: Your article on the National Colle-

giate Athletic Association report on gender differences in athletic funding "Men Get 70% of Money Available for Athletic Scholarships at Colleges That Play Big-Time Sports, New Study Finds," March 18) takes a rather unsophisticated view of statistics. Your article, including outraged cries from women on campus, actually shows that women make up 30.9 per cent of the athletes and get 30.5 per cent of the scholarships. Most of he figures reported did not make an adjustment for the fact that there are more than twice as many male athletes as female. It is true that they get less than 30 per cent of athletic operating expenses, recruiting expenses, and coaching salaries. However, since there is no women's football team, those costs should be subtracted from the men's figures. Those costs are among the most expensive of any sport (and they probably produce the most revenue of any sport). It seems clear that some women

want income produced by certain men's sports to subsidize women's sports. I am not sure if this is justified, but your article could have made the issues more clear, instead of muddying them with improper "scare" statistics. Another way of women's sports would be to get more the titles in the series in print and women students to go out for sports. I think that a case could also be made for increasing salaries for women's ports, but it is hard to say where the dollars should come from if the sport does not generate them from ticket

sales or TV. RICHARD C. EVENSON
Associate Professor of Psychiatry
Iniversity of Missouri at Columbia
School of Medicine

Classic literature for general readers

TO THE EDITOR:

We appreciate Charles R. Larson's recommendation of the authoritative texts of American classics



"It's hard to believe that a little less than four years ago. most of you were marching across campus, 15 abreast. chanting in unison, 'Hey, hey, ho, ho, midterm exams must go!' "

cers, followed by her statement of

justification that "I am an epidemiol-

ogist. What I know is not an opinion.

It's a fact," that prompted me to

write. Surely, Ms. Whelan has never

spoken with families who have been

affected en masse by these pollutants

or she would begin to question the

To put it simply, epidemiology is

derived from an infectious-disease

model, either biological or genetic.

Environmental hazards do not fall

into this category. Therefore, the ba-

sis of study at this level of inquiry is

invalid, sort of like trying to pick up

ice cubes with a toothpick. Once in a

great while there will be an airhole

just the right size to pick up the ice

cube, but most of the time trying to

If scientific inquiry stems from ob-

lective examination, then shouldn't

that objective discovery process also

include questioning the validity of us-

ing the epidemiological framework as

Try telling Ms. Mozetta Welchel of

Gainesville, Ga., a woman whose

home of 40 years abuts a local indus-

trial site, that the deaths of her two

children from lupus, her husband's

death from cancer, the brain tumor

removed from her head, or the deaths

of over 25 of the 40 residents on that

block, were simply a biological acci-

dent. I doubt you will be very persua-

LIZETTE TUCKER

form such a relationship will fail.

framework of her investigation.

published by The Library of Ameri-health, I have come up against this ca, especially for graduate courses issue several times. It was the information presented ("Book Buying: a Luxury for the by Elizabeth Whelan, director of the Rich?" Point of View, March 11). American Council on Science and And we agree and sympathize with Health, who claimed that occupahis general points about the rising tional and industrial carcinogens accost of books for the educational count for only 1 per cent of all canmarket.

But he misses the mark when he suggests that The Library of America series somehow fails in its objective to make "classic works easily available in affordable editions" to general readers. In fact, "general readers"



are by far our largest audience. Twothirds of the 200,000 books we sell each year go directly to individual readers who subscribe to the series, and most of the rest go to the same audience via bookstores. It is their support, primarily, which allows us to continue to publish and to keep all

Is cancer caused by the environment? TO THE EDITOR:

I read with interest the article by Stephen Burd on the issue of considering cancer as an environmental disease ("Scientists Ask: Should War on Cancer Be Re-Focused on Environmental Causes?" March 11). As the director of a program that provides technical assistance to communities that are battling with industry

ronment and the quality of their

The large volume of letters cle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.



INDIANA

"I'd like to stay here, but the faculty traded me to Mervin U."

- Faculty exchange For sale
- Housing exchange = Index

Bulletin Board

April 22, 196

Health services administration 11, 14 Higher education administration 9 Historical preservation/conservation 3 History 9, 11, 14, 16, 17, 14-21 Horriculture 15, 20

International programs/education 30
42, 43

International studies 19, 33
Law/legal studies 33
Labrarians/library science 19, 23, 24, 26, 28, 32, 34-37
Management 9, 10, 13, 19, 20, 40
Management information systems 13, 18
Marketing 15, 19-21, 23, 34, 41, 47
Mathematics 9, 10, 12, 14-17, 19, 21-23, 45

Mathematics 9, 10, 12, 14-17, 19, 21-23, 45 Media services 29 Medicine, health sciences 11, 19, 35 Multicultural affair/studies 14, 17, 25 Music 12, 15, 17, 19, 23, 47

Music 12, 15, 17, 19, 23, 47
Natural/physical sciences 13, 19
Nursing 10-16, 18, 19, 21, 23, 25, 26
Pharmacy/pharmacology 11
Philosophy 15, 19
Photography 23
Physical clucation 9, 12, 15-17, 19-21, 23
Physical-plant management 30
Physical/occupational therapy 16, 19
Physical 5, 17, 19, 20, 18

Physical/occupational therapy Physics 15, 17, 19, 20 Political science 12, 17, 20

Presidents, chancellors, executive directors 41, 44-47

Psychology/psychiatry 11, 12, 14, B, 19, 23

- Public notices Rentals
- Services Wanted

How to use this service

Readers of The Chronicle are invited to use these columns to find candidates for bona fide openings on their campuses, to seek new positions, and for other appropriate purposes.

Classified advertising rates (per insertion)

Display: \$62 per column inch (boxed ads) Regular: \$1.25 cents per word (agate type) Box number service: \$15 additional charge

No discount for multiple insertions

How to place ads

Please specify preferred publication date(s), format, and billing information.

Phone: (202) 466-1050, Monday, 9 a.m. to 2 p.m., Eastern time, Tuesday through Friday, 9 a.m. to 5 p.m., Eastern time.

Telex: 89-2505, 24 hours a day, 7 days a week.

Cable: CHRON WASHDC, 24 hours a day, 7 days a

Telecopier (FAX): (202) 296-2691, 24 hours a day, 7 days a week.

First class mail: Bulletin Board, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Special delivery or express mail: Bulletin Board, The Chronicle of Higher Education, Suite 785, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

For information or to confirm receipt: (202) 466-1055, Monday through Friday, 9 a.m. to 5 p.m., Eastern time; FAX confirmations: (202) 466-1056.

Advertising submitted by individuals who have not previously established credit with The Chronicle must be prepaid. Individuals or institutions which have established credit will be billed at the time of publication. Payment should be sent to: Accounts Receivable, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

To reply to box numbers

Address envelope to Box _____, The Chronicle of Higher Education, Suite 700, 1255 Twenty-Third Street, N.W., Washington, DC 20037.

Deadlines

Copy and artwork must be received by the dates below. No cancellations or changes can be accepted after the closing hour (Eastern time). No space reservations accepted.

Issue Date	Closing Date
May 6	Monday, April 27, 2:00 թ.m.
May 13	Monday, May 4, 2:00 p.m.
May 20	Monday, May 11, 2:00 p.m.
May 27	Monday, May 18, 2:00 p.m.
June 3	Friday, May 22, 5:00 p.m.
June 10	Monday, June 1, 2:00 p.m.
June 17	Monday, June 8, 2:00 p.m.
June 24	Monday, June 15, 2:00 p.m.

HOUSING **EXCHANGE**

inexpensive (ravel) Short/long-term ex-changes. InvestedCky, 41 Sutter—1090ch San Francisco, California 94104; (800) 788 CTY.

SERVICES

Current Education lob Lists: Teacher and administrator posts in schools and colleges. Subscriptions: \$24 — 4 months; \$16 — 2 months. Careons/Consultants in Education, 615 Main Street; Suite 455, Stroudsburg, Pennsylvania [83-60 or 1291A South Power-line, Suite 136, Pompono Beach, Florido \$100.00

Pro-Write curricule vitae, résumés, cover letters: 1-800-321-1599.

SERVICES

Data Crunching Services—by mail/phono. Faculty integret and dissertations/lineses. Stressless, affordable and fast. Contact: Dr. Susan Carrolt at Words + Numbers Research, established in 1984. (203) 489-

POSITIONS WANTED

Generalist, Ed Specialist or Counselor

EG Specialist or Counselor

8A History, M.Ed. Elementary Education. I have the equivalent of 2 Master's
Degrees. In terms of graduabs exhool
hours! I have private industry experience as well as public school and junior
college teaching experience. I have 49
hours in education, 18 tours in school
administration, 18 vocational educadion, 18 guidance counseling and 3
hours in history for a toul of 106 graduation, 18 guidance counseling and 3
hours in history for a toul of 106 graduation, 18 guidance counseling and 3
hours credit. I have 12 years' teaching experience in both elementary and
secondary tevel, plus 11 years' experience on the junior college level loaching Wedding. A proven educator seeks a
position or director, austiant director,
monagor, counselor, historier, adminiswater or a combination profilien. I prefer
tural and suburban locolilitors to urban. If
interested. call or wile to: Fax: 904/
723-9656. Orion C. Libins, 2144 Southside Blvd., Jacksonville, Ft. 322161934; 904/721-8772. I have excellent
credentials, references and will relocate
for the right job offer for the fail '921

Couples 1) Barrister (inner Temple) Dector of Laws (U.S.A.) Judge, 2) Dector of Business Administration (U.S.A.). Both with international experience in U.K. and South Pacific sack rosts in business legal or neademic fields. Box 33-101, The Chronicle of Higher Education.

State Police Lleutenant (refired): Seeking campas public artisty position, Experi-enced in fire safety and security, M.S. Criminal Justice, Prefer academic year no-sition, Ioo Kimbie, 1289 Creekvew Drive, Maskeson, Michigan 49441, (616) 755-

RENTALS

GET 2 for 11

RENTALS

STUDY **TOURS**

GROUP **ORGANIZERS** GREECE

TURKEY-EGYPT & SCANDINAVIA

We arrange air, land tours & cruises for your college and university study trips! Mediterranean, Nile and Scandinavian Fjord Cruises. Archaeology, History, Art & Architecture trips. Religion & St. Paul tours! 25 years' experience. Operators of unique yacht cruises to the Greek Islands for 25-50 persons at a price light.

50 persons at a price you can afford! Write today to: VIKING TOURS & CRUISES, INC., 50 Post Road West, Westport, CT 06880 or call (800) 341-3030 or fax (203) 226-2765.

PUBLIC NOTICES

41, 42
Fellowships, chairs 15
Fellowships, chairs 15
Filmvideo 18
Finance 19, 20
Financial aid 25, 31
Foreign language education 12, 19
Foreign positions 9, 10
Geography 17
Geological actences 37
Governmental relations 28
Grants administration 27, 28
Health education 12, 15, 17, 20, 23 **POSITIONS** AVAILABLE

Academic Advising; Academic Advisor Po-sitions: Salem-Torkyo University seeks candidates to fill two Academic Advisor rossitions. The candidate should hold the master's degree and have experience in ad-visement of American sand forcing students at the college and university levels. Re-sponsibilities include: maketing learning skills assistance, requesting academic pro-reas reports of faculty for all newly en-rolled students, monitoring student pro-gress, advista, monitoring student pro-gress, advisation, monitoring student pro-gress, advisation, monitoring student panning for student career goals and work-na closely with the Institution's student learning center. Positions start August 1, 1922. Sond letter of application, returns and references to Dr. Wayne H. England, Vice President of Academic Affairs, Sa-lem-Tekkyo University, P. O. Box 30, 1932.

removes for return track position in dysamic, snowing Division of Business and
Computer Science with undergraduate and
MBA programs. Start August 15, 1992. Required qualifications include ability to
teach in all accounting areas; experience
with computer applications in accounting;
and work experience in business industry
or public accounting. Ph. D./DBA preierred; A.B.D. or Master's with Accounting emphasis considered. CPA required.
Send application to Dr. Kenneth C. Conroy, Academic Dean, Quincy College, 1800
College, Quincy, Illinois 62301. Deadline:
May 18, 1992.

Admissions: Assistant Dean of Admission: Retponsible for the bill range of admission responsibilities moluding student recruitment, advising candidates and parants, reviewing qualifications for admission, and students in a variety of public sellegs. B.A. required, M.A. daired. Requires ability and experience speaking and making effective, persuasive presentations to individuals and groups; one to two years (eaching or counseling experience fedmissions preferred). Candidates must be willing to travel. Send resums and names of

INDEX

To Positions Available in Display Ads (Ads in aguic type are arranged alphabetically by discipline or admin

Academic advising 22, 3a Academic affairs 30, 31, 38 Academic support services 15, 22, 31 Accounting 9, 12, 15, 19, 28 Administrative services 11, 21, 41-44 Administrative services 11, 21, 41-44 Admissions/enrollment 23, 26, 29-31, 33, 35, 36, 38-41, 43

uman resources 32, 43 umanities 27 destriblisses lengt etc. Adult education 13, 19
Affirmative action/minority offnirs 27, Industrial/vocational education 10, 14, 15, 17, 29 nformation systems/services 10, 12, p. 20, 47 nstructional research/development// nstructional technology 9, 13, 18, 27, 29-31

Animative assistantian state 27, 32, 36
Agriculture/agronomy 22
Adumni affairs 23, 25, 39
Anihropology/archaeology 16, 23
Architecture/construction 15, 40
Art/fine arts 10, 13, 19, 37
Art history 13
Athletics 17, 19, 29, 32
Attorneys/university counsel 33
Automotive technology 12, 15
Bilingual/bicultural education 23
Biochemistry 11, 12
Biological sciences 10, 12, 14-20, 23
Business administration 9, 15, 18, 19, 21, 23, 26, 30, 38, 40
Business affairs 24, 28, 41, 42, 44
Business law 12
Career services 24
Chemistry 14, 15, 17, 19, 20, 23
Community relations/services 19
Community relations/services 19

Community relations/services 19
Computer information systems 12, 15, 20, 23 der acience 10, 13, 14, 16, 17, 19, 21 Computer services 28, 31-33 Conference administration 33, 34 Containing education 23, 30 Counseling/counseling psychology 12, 15-17, 21, 23, 28, 36

Curriculum development/instruction 11, 23, 29 Dance 23
Deans 11, 20, 23, 35, 37-42, 47
Decision sciences 12
Denistry/dental hygiene 19
Development 23-26, 28-30, 32, 34, 36, 39-41, 43

Fouling studies 24
Facilities management 11, 31
Faculty/instructional developm;
41, 42

39-41, 43
Developmental studies/education 12
Early childhoot/selementary education 16, 17, 19, 23
Economics 14, 20
Editorial positions 35
Education 9, 11, 12, 16-18, 23, 34, 39
Educational administration/feculership 12 Radiology/radiography 11 Reading 12, 14, 23 Recreation/lelsure studies 12, 17, 21 legistrar/registration 32, 34 tehabilitation services 23 16, 22, 34

Residence/student ii 34, 36, 37, 39 cervecurity 33 Safety sciences/security 33 School psychology 17 Science education 20 Science/technology 45 Social sciences 16, 18, 35 Social studies 11 Social work/human services 21 Socialogy 10, 13-16, 18, 23 Special education 11, 14, 16, 19, 22.

27, 31 peech/bearing sciences 19 peech/rhetoric 15, 19, 23 tudent nffairs/services/activizes a 22, 23, 26, 30, 31, 36-39, 42-44 Student union 11
Superintendents, principals 42
Technology transfer/patents 33, 36
Theatre aris 19
Urban planning/alfairs 40
Veterinary medicine 24
Voice-presidents, provosts 41-44
Women's studies/alfairs 12
Westen 42, 22

Geographic Index to Positions Available

Alabama 10, 18, 22, 23, 30, 36, 37, 41-43, 46
Alaska 19, 46
Arizona 10, 22, 23, 25, 45, 46
Arkanasa 14, 18, 19, 22-24, 26, 28, 31, 34, 36, 42, 44
California 10, 12, 15, 17, 18, 20, 21, 23, 27-29, 34, 35, 38, 40-42, 44, 46, 47
Colorado 22, 25, 38
Comecticul 12, 21, 24, 29, 30, 34, 37, 42
Delawaro 46
District of Columbia 12, 24, 26, 43, 45
Florida 15-17, 19, 21, 25, 27, 30, 32, District of Columbia 12, 24, 26, 43, 45
Florida 15-17, 19, 21, 25, 27, 30, 32,
34, 38, 41, 44
Foreign 9, 10, 41, 43
Georgia 12, 13, 16, 18, 19, 24, 26, 27,
29, 31-35, 38, 39, 41, 42, 44
Hawaii 14, 15, 22
Idaho 22, 31, 32
Blinois 8-10, 12, 15, 18, 20, 22-25,
27, 32, 33, 33-40, 42-44 47, 32, 33, 35-40, 42-44 Indiana 13, 14, 19, 22, 24, 37, 47 Iowa 13, 18, 34-36, 40 Kansas 21, 27, 30, 45, 46 Kentucky 15-17, 22-24, 33, 44 Louisiana 10, 13, 14, 21 Maina 16, 22, 45 Maryland 25, 26, 30, 33 Massachusetts 13, 15, 16, 20, 22, 27 Massachusatts 13, 15, 16, 20, 22, 23, 26, 29, 30, 32-35, 40, 41, 45 Michigan 10, 12, 14, 20, 26, 34, 38, 39, 41, 47

Minnesota 14, 23, 28, 31-33, 36, 43, 44 Mississippi 28, 34, 40, 42 Missouri 10, 13, 17, 20, 23-25, 31, 33, 40, 41, 43

Montana 21 Nebraska 22, 32, 37, 41, 43 Nevada 18, 36 New Hampshire 20, 40 New Jersey 14, 20, 25, 26, 29, 31, 39, 42, 47 42. 47 New Mexico 10, 27, 34, 36, 46 New York 8, 13-15, 17, 18, 23-26, 38, 31, 34-36, 39, 41, 42, 44, 47 North Carulina 9, 13, 15, 16, 22, 24, 26, 27, 30, 32, 34, 37, 42, 45 North Dakora 22, 29, 30, 41, 43 North Dakora 22, 29, 30, 41, 43 North Dakota 22, 29, 30, 41, 43 Oblo 14, 18, 19, 22-24, 26, 28, 29, 38-41, 46, 47 Okishoma 10, 19, 32, 33 Oregon 16, 19, 20, 23, 46 Pennsylvanis 12, 13, 15, 18-20, 28, 31-33, 35-41, 46 Rhode Island 9, 20, 32, 35, 47 South Carcolina 9, 10, 15, 19, 31, 37, 39, 40, 43 South Dakots 20, 31, 32, 37, 38 Tennessee 9, 17, 18, 21, 39 Texas 14-16, 18-20, 22-24, 27-29, 31, 32, 34, 35, 37, 42, 45 32, 34, 35, 37, 42, 53 Utah 30, 40 Vermont 18, 25, 33, 43 Viginia 9, 11, 12, 14, 16, 18-22, 23, 26, 30, 31, 40, 43-46 Washington 13, 18, 19, 25, 29, 36, 47 36, 47 West Virginia 8, 9, 20, 22, 24, 25, 30, 37 Wisconsin 10, 12, 14, 16, 19, 21, 24, 27, 32, 34, 36, 38, 41, 43 Wyoming 15, 17, 29, 40

Department of Mathematics

Salary: \$A73,800 (\$A77,900 from July 1992)

applications for the position of a Foundation Professor in Mathematics. The Royal Melbourne Institute of Technology invites

The Department of Mathematics conducts a degree course in mathematics, both at the ordinary and Honours level. Graduate Courses Include: Graduate Diplomas in Applied Statistics; Mathematical Methods and Operations Research; Masters by Coursework and Research and PhD programs.

There are more than 300 full-time, part-time and external students enrolled for courses offered by the Department. The above number includes nearly 80 students who are undertaking post-graduate courses. Approximately 1,800 students from other RMIT Faculties are also taught by the staff of the Department of Mathematics.

It is expected that the successful candidate will have postgraduate qualifications in one or more of the following: Applied Mathematics, Engineering Mathematics, Operations Research and Statistics. Applications are sought from those with a distinguished publication record in one or more of the above areas. The successful candidate will assume a particularly active role in directing original post-graduate research and provide academic leadership in his/her area of expertise.

Further Information about the Department of Mathematics may be obtained from Assoc. Prof. R. Vasudeva, phone 613 660 2286.

A position description may be obtained from Human Resources Management Group by phoning 61 3 660 4600 or fax 61 3 663 4453. Applications in writing and quoting reference number 123-30-A giving full personal particulars, (Including whether candidates hold permanent Australian residency status) details of academic qualifications and names and addresses of three referees should be forwarded to the Sanior Appointments Officer by forwarded to the Senior Appointments Officer by Friday 29th May 1992.

A merger between RMIT and Phillip Institute of Technology is expected to take effect from July, 1992.

GEORGE MASON UNIVERSITY

Graduate School of Education

Educational Technology—Assistant/Associate Professor (tenure truck). Emphasis on instructional design and development. Qualifications: earned decreate in aducational technology or related field such as instructional design, instructional technology or educational psychology. Knowledge of typical courseware used in public schools required. Teaching experience at K-12 level and design experience preferred. Knowledge of ID&D in non-school settings desired. Responsibilities: teaching master s/doctoral courses in instructional design and educational technology; collaborating with area schools and businesses on educational improvement; contributing to university-wide educational technology initiatives. Search committee chair: Dr. Charles S. White.

write.

School-based MA—Open Rank (tenure/tenure track). Two positions to support a new degree program focused on teacher research coordinated by the Institute for Educational Transformation. Qualifications: Earned doctorate; experience with teachers and teaching; research record on schools, classrooms, and/or teacher research; work in partnerships, preferably in culturally diverse contexts; ability to work continuously to sustain excellence in teaching in schools/higher education; commitment to multifaceted innovation in professional education including the application of technology. Faculty will be based at the University's Prince William Institute. Search committee chair: Dr. Hugh T. Sockett.

Closing date: May 15, 1992. Letters of nomination, application and vita should be addressed to the above named individuals at:

GMU is an AA/EOE and encourages nominations and applications

teferences lo: Judith A. Tryon, Director of Human Resources, Colgate University, Hamilton, New York 13146 by May 1, 1992, An Equal Opportunity, Affirmative Action Employer. Admissions Admissions Counselor. Roper Williams Coilege is seeking to fill a position of Admissions Counselor beginning Fell in Senester 1992. For this position the College seeks a dynamic person with charisma, character, and creativity. Our representative must be highly energized, enthusiastic, and possess most interpersonal communication stills. Bachelor's degree required (preferably from Roper Williams College). See Roykey for the rosition, priesse submit a sheet; of interest and current resume to Mr. as a sheet; of interest and current resume to Mr. as Roper Williams. College, One Old Perry Road, Bristol, Rhode Island 02809-2921 no

nity Employer.

Admissions: Belmont Abbey College is seeting a Director of Admissions. This possition respons directly to the Vice President for Europimen Management. Belmont Abbey College is a private, co-chicational, liberal arts college affiliated with the Common Catholic Church and sponsored by the Order of St. Benedict, with an enrollment Of 1,029. Pounded in 1876, the college enjoys a long and distinguished history. The immediate task of the Director of Admissions, Talis individual must provide leadership, cooperation and availation of marketing, recruitment, sua danisations strategies; work in concert with financial aid and schokarship programs; work with administrators, faculty, and staff to assist in the relegation of current students; and travel as needed to implement admissions.

rouraged to apply. Responsibilities: Teach graduate courses in higher education; advise graduate students in master's, doctoral programs; supervise dissentation research; conduct scholar research; engage in University

Higher Education

University of South Carolina-Co-lumbla seeks two Assistant/Assu-ciale Professors in Higher Educa-

tion (tenure track positions). Women and minorities are en-

seriation research; conduct schol-arly research; engage in Universi-ty, agency, and professional serv-ice activity; collaborate with department faculty in developing and implementing a rapidly grow-ing program in higher education consisting of master's and doctur-tions are successive to the consisting of master's and doctur-la presents with an envalument of al programs with an enrullment of 200 culturally diverse students. Candidates must have an earned doctorate and must show evi-dence of scholarship and expertise in at least one of the following areas: women/minorities in higher education, academic administra-tion, higher education administra-tion, student affairs administra-tion, organization and administration in higher education, philosophy and history of higher education, higher education in two year institutions or legal aspects of higher education.

Rank and Salary: Commensurate with qualifications and experi

Date Available: One position, August 1992; one position, lanuary 1993.

Application Deadline: May 1, 1992 or until positions are filled. Send letter of application, vita, and the names and addresses of three ref-crences to: Dr. Richard D. Wertz, crences to: Dr. Nichard Dr. Wed L., Co-Chair, Search Committee, Business and Finance, 108 Os-borno, University of South Caroli-na, Columbia, South Carolina 1920B. USC is an AA/EEO emplayer actively seeking minority and women candidates.

Department of Justice Canada

listorians

Ottawa, Ontario

\$45,863 - \$51,063 (CAN)

The Crimes Against Humsnity and War Crimes Section is looking for two individuals possessing historical research expertise.

Qualifications

A doctoral degree (PhD) in contemporary German history with specialization in a subject related to German occupation policy in the East, the SS, and police or related topics. An excellent knowledge of German is essential, as are an extensive knowledge of archives in Europe and highly developed research, organization, and oral and written communication skills. A good command of eastern European languages would be an asset. Knowledge of English is essential.

The Positions

Based in Ottawa, Ontario, Canada, you will work under the supervision of the Chief Historian on specific assignments in Canada and Europe connected with investigations. Extensive travel in Europe will be involved in these oneyear tenure positions.

Please sand your résumé with references before May 13, 1992, quoting reference S-92-31-2984-03PL(G99), to: Pauline Langlois, Public Service Commission of Canada, 171 Slater Street, Ottawa, Ontario, CANADA K1A 0M7. Fax: (613) 943-0627

We are committed to Employment Equity.

Canada da

Public Service Commission of Canada

BRYANT

CHAIR, ACCOUNTING DEPARTMENT

Search Extended

Bryant College is a 128-year-old, independent institution situated on a beautiful 326-acre, residential, suburban campus near Providence and less than an hour from Boston. With 140 full-time faculty, it offers undergraduate business and a small number of complementary liberal arts programs to more than 2,800 full-time students, the majority of whom live on campus, as well as MBA and MST programs to 800 graduate students. The college has very competitive admissions and is expanding its faculty while limiting enrollment. The Accounting Department has 21 full-time faculty including a Peat Marwick Distinguished Visiting Profesorship, and enrolls 560 majors.

Candidates should possess the appropriate doctorate, atrong teaching skills, and a demonstrated record of continuing publication in refereed journals plus other scholarly activities. An important consideration in the selection of candidates will be collegiality and written and oral communication skills. Experience and interest in the international aspects of the discipline are also important.

Salary and benefits equal or exceed AACSB averages. Fringe benefits

discipline are also important.

Salary and benefits equal or exceed AACSB averages. Fringe benefits include family BC/BS or HMC's, dental and optical insurance, participation in TIAA/CREF retirement and tuition remission for family members. Opportunities exist for graduate teaching and summer research support. Applicants should forward a current curriculum vitae to: Dr. Michael B. Patherson, Dean of Paculty, Bryant College, 1150 Douglas Pike, Smith-

Bryant College, an EECVAA employer, is committed to diversifying its faculty.

programs. The successful candidate will have extensive admissions experience including knowledge of information systems and their influence on admissions recruitment. Excellent skills in organization, oral and written communication and public relations are peeded. This person must have successful managerial experience and be adopt at priority setting. Demonstrated creativity and effectiveness in recruitment are necessary as the director must have the potential to lead the college's acroitment intential to lead the college's acroitment intential to lead the college's acroitment intential to lead the college's acroitment indicatives into the future. A minimum of five years of experience in admissions in need-years of experience in admissions in need-

moni, North Carolina 20012-2795.

Admissions / Athletics / Academics Martin Methodist College is a junior college in transition to senior status by 1994. MACC is a private, residential college enrollins about 400 stadents. Located in Pulaski, Tennessee, 40 miles north of Hunisville, Alabama, and 70 miles south of Nashville, Alabama, and 70 miles south of Nashville, Alabama, and 70 miles south of Nashville, English and history instructors, Qualifications are dependent upon position with reference for combination positions with sufference for combination positions, master's and terminal degrees preferred. Strong interpersonal skills and a commission in the church-related college mission essential. Salary commensurate with qualifications as applied to college pay scale, in additional positions with hard working, versatile employees, Résumé and transcript to: Search Conjuntee, Martin Methodist College, 433 West Medison, Pulsaki, Tonnes-

sec 38478. Affirmative Action, Equal Opertually Employer.

Advertising/Sales: Faculty Position and Program Directorship. Associate in Applied Science (A.A.S.) in Advertising and Sales, Community Collego Division. West Virginia State Collego. Duties and Responsibilities. Basic Assignment: This is a full-time, teome-track teaching and program directorship for the A.A.S. in Advertising and Sales. The basic assignment is to teach courses in advertising, sales, and related areas and to terve as Program Director. The position teports to the Dean, of course in avastation. Program Director.
The position reports to the Dean of the Community College Division. Major Their: supervision and loadership for the A.S. in Adventising and Sales; teaching courses in advertising seles; and related subjects; development, review, and together their subjects; development, review, and together their sound committees; participation in college and divisional committees; participation in college and divisional committees; participation in college and divisional activities; other duties normally assigned to furthine faculty members. Education Repertures, Education: Hinhum of a master's degree in a business-related concentration, such as marketing, advertising, sales, or management, Exportence: Minimum of three years teaching expertence in Belld related to marketing, advertising, sales, or management and/or work experience to business or industry. Application: Interested nersons should submit relamns, transcripta, and there letters of reference to Dean, Community College Division, West Virginia State College, P. O. Box (000, Insilinte, West Virginia 251)2-1000. Application deadling. May 15, 1992. About the College is the

WESTERN ILLINOIS UNIVERSITY

Macomb, IL 61455-1396 Faculty Positions 1992-93

Western Ellinois University anticipates filling several tenure-track faculty positions (subject to final funding approval) for the academic year beginning in August, 1992. WIU is a comprehensive university located in the west-contral Illinois community of Macomb, approximately 150 miles north of St. Louis, MO, and 250 miles southwest of Chicago. The University has an entollment of approximately 13,000 students and is committed to offering high-quality undergraduate and graduate instruction through the master's level.

Management Information Resources

Primarily responsible for teaching undergraduate and graduate level college of Business core courses in operations research and business statis-

tios.

Ph.D. or equivalent degree in Applied Business Statistics. Querations Research/Management Selences or a related area. Successful teaching experience and evidence of research/writing productivity, microcomputer and mainfrance competencies.

Assistant Professor rank; competitive salary based on qualifications.

Submit letter of application, résumé, and a sample of publication to Dr. Tej Kaul, Management Information Resources Department, 431 Stipes Hall.

Physical Education

Teaches undergraduate courses in Elementary Methods for Elementary
Education Majors and Elementary PE for Physical Education majors;
other teaching areas could be fitness, graduate level statistics, research
methods, motor learning/development, and/or adapted physical educaition. Supervises graduate resourch at master's degree level.

Earned doctorate in Physical Education with emphasis in Curriculum/
Instruction and Elementary Methods required. Evidence of successful
teaching, public school teaching preferred.

Rank/salary commensurate with experience and qualifications.

Submit vitae, three letters of recommendation, and graduate transcript to
Dr. Rosemary Aton, Department of Physical Education, 211 Brophy Hall.

Western Illinois University is an Affirmative Action, Equal Opportunity Employer and has a strong institutional commitment to diversity. In that spirit, we are particularly interested in receiving applications from a broad spectrum of people, including women, minorities, and persons with disabil-

largest justimation of higher education in the kanswar Valley. Located in the state's expensive a new state of the state's expensive a new state of the state's expensive a new state of the s Knawisa Valley Located in the state's canter of government and commerce, the College is a major resource for the metropolitan area as well as the entire state. The Community College Division is the admissive and academic unit responsible for the development and delivery of essociate degree programs, continuing education, and community service programs. Associate degrees in Arts and Science are for students who plan to transfer to baccalances desired programs. The Associate in Applied Science degrees for caree-oriented and prepare students for entry into the Job murket, as well as for transfer to four-year degree programs. West Virginia State College is located at institute, just off 1-54, elast nikes from downlown Charleston. An Equal Opportunity, Affirmative Action Employee.

exhibita. Mount Vernon to conducting a na-tionwide search for a Project Coordinatur to work with a team of dedicated adminis-trators, educators and ordanem to trans-form a vecani 4-acre field into an educa-tional and memorable experience for nearly one million annual visitors. Qualifications: Candidates must posters an undergraduate degree in agriculture, education or a related field of studys advance degrees are pre-



University of Technology

ASSOCIATE PROFESSORS IN NURSING

Queensland University of Technology is one of Australia's newest and largest universities with 23,000 students on five campuses. The Faculty of Health is comprised of four schools: Human Movement Studies, Nursing, Optometry, and Public Health.

The School of Nursing is seeking applicants with the capacity for leadurship who can make a substantial contribution to excellence in nursing scholarship, research, and innovation in nursing practice. The School is increasing its emphasis on the advancement of nursing practice through research and clinical education and is planning for the infroduction of a Nursing Practice Unit in 1992 and a Professional Unit in 1993.

ASSOCIATE PROFESSOR IN NURSING (Postgraduate Education)

Applications are invited for the position of Associate Professor in Nursing (Posigraduate Education). The appointee will assist the Head of School by accepting responsibility for directing developments in the postgraduate education of nurses. Initially, the person appointed will develop further the Graduate Diploma in Advanced Nursing Practice and the Master of Nursing courses. The appointes should be able to make an equally strong contribution to the development of doctoral atudies in nursing.

ASSOCIATE PROFESSOR IN NURSING (Research and Consultancy)

Applications are invited for the position of Associate Professor in Nursing (Research and Consultancy). The appointes will assist the Head of School by accepting day-to-day responsibility for leading day-lo-day responsibility for leading day-lo-day responsibility for leading day-lo-day responsibility for leading able to make an equally strong contribution to assisting the School to develop its capacity for innovation in nursing practice. REFERENCE: 205/02

Candidates able to obtain leave of absence or secondment for their prosent employment for a period of 3-5 years are strongly encouraged to apply. Applications from candidates who are suitable for an appointment as Associate Professor in the School, but would prefer a different area of responsibility are equally welcome.

Women are underrepresented at QUT at this fevel; therefore suitably ed women are encouraged to apply. QUALIFICATIONS/SKILLS: Applicants should meet the university cri-teria for appointment as Associate Professor, have a higher degree, preferably a Ph.D. and relevant experience. Applicants should be eligi-ble for registration as a nurse in Queenstand, Australia.

CONDITIONS: Permanent appointment is available at the level of Associate Professor, \$AUD64,575 (\$U849,251) per annum. Conditions include subsidised superannuation, relocation assistance, professional experience leave and study assistance.

FURTHER INFORMATION: Duty statement and selection criteria for the position and information on the University are available from QUT's Personnel Department, telephone 61 7 884 3745, facsimile 61 7 position, contact Professor Michael Clinton on 61 7 884 3818.

APPLICATIONS: Applications and appellose the bid.

position, contact Professor Michael Clinton on 61 7 884 3818.

APPLICATIONS: Applications and envelopes should quote the relevant reference number and include evidence of academic qualifications, experience and teaching evaluations plus the names, addresses, telephone and facelnile numbers of five professional referees. Applicants applying for both positions should submit separate applications should address the selection criteria and reach the Personnel Director, QUT, Locked Bag No. 2, Red Hill, Queensland 4059 Australia by 22 May 1992. Smoking is not permitted in QUT buildings.

An Equal Opportunity Employer

Boston University

Brussels, Belgium

Director of Boston University's graduate programs in Brussels, Belgium. Programs include a Master of Science in Management and a Master of Arts in International Relations. Responsibilities require oversight of administrative and academic operations, budget development, marketing graduate programs, faculty recruitment, developing relationships with external agencies.

Candidate must be fluent in English and French. Requires doctorate or equivalent in business and french. Re-six years program administration experience, prefera-bly in a university. Graduate teaching experience desir-able. Starting date is July 1, 1992.

Please send resume and cover letter to: Josephine Tompkins, Boston University, Office of Personnel, 25 Buick Street, Boston, MA 02215.



acting to speak rateri Scharish, Dutter will include teaching Dosign Studio, bectured strainars in Theory and History of Architecture. Date offective-Sentember 1, 1992. Send letter stating interest, résunde, portoble and three references and examites of publications to Chair. Search Committee, Schoul of Art and Architecture, Louisiana Tech University, P. D. Box 3175, Risston, Louisiana 71272-0001.

Arti Paculty position. Art position—master's or doctorate in Am. The amplicant should have a sulminary of two years of employment experience as elementary or secundary art teucher and advanced study is methads of teaching art. Preference will be given to the applicant with studio background in position. Tessure track position for rane-mouth contract with possibility of summer school engloyment. Salary and rank are negotiable, intercapted persons should forward a letter of application and a résunde (including names and telephone

Architecture: Assistant Professor level.

Qualifications required: M.Arch. degree and understally leaching experience plus ability to speak fluent Spanish. Dutte will be work forwarded at the proceedings to the proceedings. work forwarded at the appropriate time. Dr. Douglas W. Johnson, Vice Prosident for Academic Affairs, Claifa College, 400 College Avenue, Orangeburg, South Caro-lina 29113.

ArtiArt History: 3-D Art Professor. Liberal arts college acets teacher for all levels of committee and three-dimensional design, beginning nonligiture and ast listory. Applicant should have MFA, and be able to show evidence of career achievement and successful teaching experience. Salary and faculty rank: commensional with experience and qualifications. Anglication deadline May 1. Sond application, resumed. I reference and Dobra Grall. May 1. September 1. September 1. Sond application, resumed. I reference and Dobra Grall. May 1. September 1. Se



FACULTY POSITIONS

for Academic Year 1992-93 **DOWNTOWN CAMPUS**

HOSPITALITY EDUCATION: REQUIREMENTS: Associate's degree or sixty-four (64) semester hours of credit or higher and a minimum of five (5) years of current hotel management experience at the property level or higher, (e.g. general manager, director of marketing or front office manager). Teaching experience as adjunct/associate faculty or full-time faculty in the hospitality field at the community college level or higher.

PREFERENCES: A minimum of one (1) industry certification in hotel management, accounting and/or operations. Bachelor's degree in an area having application to hospitality occupations, and three (3) years of work experience at the property level or higher in hotel management, accounting and/or operations, human resources, marketing and/or convention management. Teaching hospitality courses at the community college level or higher within the past ien (10) years.

Applicants must qualify for a regular Arizona community college teaching certificate.

First review of applications will commence on May 11, 1992 and will continue until the positions are filled. To be considered, a completed Pinia Communic College application, a résumé, unofficial transcripts and the names of three (3) current references must be submitted. Failure to complete the application requirements will result in climination of candidacy. All official documents must be submitted to:

PIMA COUNTY COMMUNITY COLLEGE DISTRICT Employment/Human Resources P. O. Box 3010 Tucson, AZ 85702-3010 (602) 884-6624

Pima Community College is committed to multicultural diversity and is an equal opportunity, affirmative action employer. Women, minorities and other protected classes are encouraged to apply.

CHAIRPERSON

Department of Practical Arts & **Vocational-Technical Education** UNIVERSITY OF MISSOURI-COLUMBIA

POSITION: The Department of Practical Arts and Vocational-Technical Education at the University of Missouri-Columbia is seeking applications or nominations for department charperson. The position is a 12-month non-termined administrative position and 9-month academic appointment with renk and senure negotiable. Competitive salary, position available September 1, 1992.

DEPARTMENT: The Department of Practical Arts and Vocational-Technical Education is a considerable and provided and

ecodemic appointment with rank and senure negotiable. Competitive selary, position available September 1, 1992

DEPARTMENT: The Department of Practical Arts and Vocational-Technical Education is one of sever department in the College of Education and is comprised of five program areas: Agricultural Education, and manages and the competitive selaration. The University of Missouri Education, industrial Education, and Marketing Education. The University of Missouri System. Industrial Education, and Marketing Education. The University of Missouri System. QUALIFICATIONS: An earned doctorate in vocational education or a closely related discipline with a demonstrated ability to provide departmental and program leadership. An outsianding record in teaching, undergraduate and graduate advising professional service, excellent fiscul management, communication, and interpressonal skills are assential RESPONSIBILITIES: The chalippean will be supecated to provide leadership in program and personnel development as well as campus and professional service, devise creative resource acquisition and program allocation plans, teach and advise in vocational education and/for the candidate's area of specialization, and serve as Balson to the State Director of Vocational Education and coher countitionales.

APPLICATIONS: Send letter of application; vita, and names, addresses, and phone numbers of the professional viterates to:

Dr. Lennie Echtemachs, Chair, Search Committee, Department of PAVTE, 109 process will begin May 10, 1992, and will continue until the position is filled. Minorities and experiment as encouraged to apply. The University of Missouri-Columbia is an equal opportunity, afilmative action employer.

Athletica Baskutball Coach: Otney Central College is accepting applications for adulting, 12-month professional/gon-faculty-non-lentral position responsible for rectuling and coaching near a basketball and part-time lentral general gene

for a tenure track position in Art History and Printmakina to beain August 1992. Responsibilities will include teaching of full relator printmakina plus one Seminar, mainting college, 233 East Chestmit Street, Olney include printmakina required. Faculty contractual duties include, but are not limited to; teaching, knolding office, hours, activities chairs, serving on faculty or University committees, or scholarly scrivity. Tourn full-time teaching load is 12 credit hours are almough adjustments may be made as the nature of course offer may required. Faculty contracted on the recruiting and may be made as the nature of course offer full story and a MFA or convision experience. Strong background in 19th and 20th Century Art History and Printmaking in the printmaking and programs and perfect of the printmaking in the program and deather record as arrist and teacher required. College level teaching in the program and development cases—but. Salary: Commensurate with education and experience and development essential. Salary: Commensurate with education and experience and development essential. Salary: Commensurate with education and experience and development essential. Salary: Commensurate with education and experience and development essential. Salary: Commensurate with education and experience and development essential. Salary: Commensurate with education and experience and evelopment essential. Salary: Commensurate with education and experience and evelopment essential. Salary: Commensurate with education and experience and experience and evelopment essential. Salary: Commensurate with education and experience and

Athletics: Head Women's Baskeibell Coardinatructor in Heath, Physical Education and Recreation at small state university, Required: Matter's in HPER with a minimum of 18 senseter hours in field previous coaching and recruiting experience on the college level. Responsibilities coaching, recruiting and some teaching recruiting and some teaching. Minority applications encouraged. Send letter, vitae, all college transcripts, at least three current letters of procurence and the consideration of Athletics, Livingstone University, Livingstone, Alabama 31470. No consideration, will be given to incomplete applications.



Professor

(Tenurable) School of Information Systems (Ref 1618)

The University is sooking an outstanding academic leader, with a demonstrated record of scholarship, research and publication in Information Systems.

Candidates should have a PhD in Information Systems or a related Computing discipline, a demonstrated capacity to lead research a multidisciplinary teams and advise students and staff or research and experience in obtaining research grants. They will be expected to take an active role in the range of interests represented white school. Relevant professional experience at a senior level is

The appointee will be expected to provide inspiration and leadership of scholarship and research in some or all of the Schod's areas of academic interest: maintain professional and academic links on behalf of the School with local, national and international communities; and contribute to the School's academic programs, especially at the postgraduate level.

The School of Information Systems undertakes teaching and research associated with the analysis, design, implementation and management of information systems in organisations. The School offers programs at Bachelors, Honours, Graduate Diploma, Postgraduale Diploma, Masters and PhD level to current and future is professionals and users. S professionals and users.

The School, of 30 academic stall, has a growing international reputation in a number of aspects of information Systems, narrely Group Decision Support Systems, Systems Development Methodologies, Information Systems Planning and Strategy Formulation, and End-User Computing, and is looking to expand its research activities in these and related fields such as Software Engineering, Systems and Software Quality Assurance, Programming Languages and Methodologies, Datebase Systems, Communications Technology, Systems Design Approaches, Automated Support Tools, Computer Security, Executive Information Systems and Commercial Exploration of Expart Systems.

Salary: \$73,800 - \$77,900 (Aust) per annum. Tenurable Appointments provide permanent academic tenure after three years' satisfactory service. Conditions for interstate/oversess appointees include airfares and removal essistance. Curitin reserves the right to appoint by invitation. Applications, including the names, addresses and telephoneriax numbers of three referees, to the Director, Human Resources by 1 May 1992. Address: Curitin University of Technology, GPO Box U1987, Perth Western Australia 6001.

CURTIN IB AN EQUAL OPPORTUNITY EMPLOYER WITH A NO-SMOKING WORK ENVIRONMENT



KELLOGIE COMMUNITY COLLEGE

Tenure-track Faculty Positions

Arts & Sciences

Job #424 Art
Job #425 Biology (including non-major chemistry)
Job #421 Communications
Job #422 Social Science (sociology)
Job #423 Social Science (area studies)

Career & Occupational Education

Job #426 Electronics Technology Job #427 Nursing

Arts & Sciences and Career & Occupational Education

Job #428 Math (concentration in technical or applied math)

in Arts & Sciences include: a master's degree in the appropriate area. successful teaching experience.
in Career & Occupational Education include: a master's degree; two years of related work experience; successful teaching experience. The master's degree in nursing: Michigan RN licensure; and two years' successful teaching experience are further required for Nursing.
in Math include: a master's degree; work experience in industry; successful teaching experience.

teaching experience.

Salary commensurate with education and experience (Step 4 maximum). Sent letter of application and resume by May 1, 1992 to:

Personnel Job # Kellogg Community College 450 North Avenue Battle Creek, MI 490 | 7-3397

An Equal Opportunity Employer/Educator

Athletics/Health/Physical Education: Southcastern Oklahoma State University. Assistant Pootball Coach. Track Coach, and Instructor in Health and Physical Education.
Master's degree and professional proparation to teach basic undergraduate courses
in Health and Physical Education required.
Dutles will include Assistant Coach in intercollegiste football program; head track
coach; teaching undergraduate Health and
Physical Education courses; and performing other affects and scademic duties as
assigned by the program director. To apply, submit a better of application, resumd,
transcripts, and three letters of recommendation to the Personnel Office, Southnastcra Oklahoma State University, Station A.
Durant, Oklahoma 74701. Application
deadline is Priday, May 15, 1992. AA/EOH.

VIRGINIA COMMONWEALTH UNIVERSITY

Virginia Commonwealth University announces the following faculty and administrative positions. A comprehensive arban public institution carolling nearly 20,000 students, the university is composed of twelve schools, one college and a one-thousand hed hospital located in Richmond. Virginia

A detailed position description and list of desiredirequired qualifications may be obtained by writing the contact person at the department, school and compass address indicated

Unless otherwise noted, appointments are subject to renewal, and application deadline is May 22, 1992. Administrative positions and Medical College of Varginia Compas faculty positions are 12-month appointments commencing on July 1: Academic Campus faculty positions are for the academic year beginning August 16.

Academic Campus-Richmond, Virginia 23284-0001

School of Education

DIRECTOR OF PROGRAM DEVILOPMENT (HALF TIME). Assistant Professor collateral faculty position. Responsible for identifying/securing project funding, providing support/technical assistance to university faculty and state/focal agencies. Exemplary qualifications: doctoral degree in human services, knowledge of people with developmental disabilities and agencies; grant writing skills; ability to communicate effectively. Sulary: \$21,000.

MENTAL HEALTH-MENTAL RELARDATION BEHAVIOR/FAMILY SPECIALIST. The Behavioral Intervention Pro-NTAL HEALTH-MENTAL KELARDATION BEHAVIORIFAMILY SPECIALIST. The Behavioral Intervention Pro-gram seeks a behavior and family specialist to assist families in Richmond diving with individuals having developmental disabilities who present challenging and difficult behaviors. Responsibilities: designing and implementing behavioral programs, counseling clients/family members in homes. Master's degree in Social Work, Psychology, Counseling, or Special Education. Experience with families necessary. Sulary,

S26, 368.

TECHNICAL ASSISTANCE SPECIALIST - TECHNICAL ASSISTANCE CENTER FOR TEACHERS OF SPUBLISH SEVERI. DISABILITIES. Provides on-site technical assistance to public school personnel serving students with severe disabilities in school districts in central and castern Virginia. Works with coordinator and director to plan and deliver training activities, design and implement specialized projects and develop and disseminate newsletter. Master's degree in Special Education with emphasis in severe handicups, and minimum three years' public school teaching with students with severe handicups necessary. Current endorsement in SPH necessary. Experience with staff development/inservice training highly desirable. Previous experience as a consultant to school personnel in the area of severe disabilities preferred. Salary range: \$28,000-\$30,000.

range: \$28,000-530,000.

COORDINATOR OF THE TECHNICAL ASSISTANCE CENTER FOR TEACHERS OF STUDENTS WITH SEVERI. DIS-ABILITIES. Coordinate program activities and staff. Provides on-site technical assistance to public school personnel serving students with severe disabilities in school divisions in central and eastern Virginia. Works with the director and technical assistance specialist to plan and deliver training activities, design and implement specialized projects, develop, write, and disseminate newsletter, and collaborate will other technical assistance centers throughout the State. Master's degree in Special Education with emphasis in the area of severe disabilities, minimum of five years's experience as a consultant to school personnel in the area of severe disabilities. Demonstrated writing skills, computer literacy (IBM and Apple), and skills and experience in staff development and group presentations preferred. Salary range: \$31,000-\$35,000.

Send vita, letter of inquity, references by May 27, 1992 to: Elaine Ferrell, Box 3020, or call (804) 225-

TEACHER EDUCATION: Assistant Professor, Curriculum and Instruction. Duties begin August 16, 1992 (pending budget approval). Instructional and research responsibilities in curriculum development/change with emphasis on secondary schools. Teaches graduate and undergraduate courses and supervises clinical experiences in extended, muster's and discional programs. Required: Declarate or ABD in Curriculum and Instruction or closely related field; teaching experience in secondary or middle schools, research productivity or demonstrated potential. Preferred: five + years of teaching experience in secondary schools, background in curriculum theory, curriculum development, instructional models, instructional technology, or urban or rural education. Contact Alan M. McLeod, Box 2020.

technology, or urban or tural education. Contact Alan M. McLeod, Box 2020.

Teacher Education: Assistant Professor, Secondary History/Social Studies Education. Duties begin August 16, 1992 (pending budget approval). Instructional and research responsibilities in secondary curriculum, with emphasis on history/social studies. Teaches graduate and undergraduate courses and supervises clinical experiences in extended, muster's and doctoral programs. Required doctorate or ABD in history/Social Studies Education, Curriculum and Instruction, or closely related field; leaching experience in secondary or middle schools, research productivity or demonstrated potential. Preferred: live + years of teaching experience in secondary schools (history, government, geography, and economics); supervising clinical experiences. Contact Alan M. McLeod, Box 2020.

Student Affairs

University STUDENT COMMONS: Assistant Director for Building Services, twelve month, non-tenure track, professional faculty position. Responsible for daily operations of Student Commons, a 70,000 square foot college union facility with a 51,188 square foot addition now under construction to open in early 1993, on the Academic Campus. Facilities/events management staff supervision (full-time and student); financial management; policy/procedure development and coordination of building/user safety/security. Master's degree and two years of full-time experience in college union/student activities/recreation facilities management or similar setting with degrees in student personnel, higher education, recreation or related field preferred. Excellent oral and written communication skills are required. Prefer candidates with demonstrated supervisory skills, organization skills, and experience with a culturally diverse population in a higher education setting. Experience at a non-traditional, urban campus is desired as is experience with micro-computing networks in facility operation applications. Starting due to be no later than August 1, 1992. Salary range is \$25,000-\$520,000 based on experience. Sent a letter of application, résumé and contact information for three references by June 1, 1992 to Bart A. Hall, Director, Box 2032.

STUDENT ACTIVITIES: Events Coordinator, Manages programs and associated operations in the University

STUDENT ACTIVITIES: Events Coordinator. Manages programs and associated operations in the University Student Commons, advises four programming sub-committees, and supervises the Technical Services and Campus Events Supervisors. Qualifications include a muster's degree in higher education, student personnel, or related field and one year's full-time or two years of part-time experience in college union operations, programming, and/or events munagement. Must be willing to work a flexible scleedule which may include evening and weekend hours. Good oral and written communication skills are required; demonstrated supervisory and organizational skills preferred. Experience at a non-traditional, urban campus with a diverse student population preferred. Salary range is \$21,000-\$23,000. Send application letter, résumé, and contact information for three references to Events Coordinator Search, Box 2032.

Medical College of Virginia Campus - Richmond, Virginia 23298-0001

School of Allied Health

Nurse Anesthesia Department: University Program Director - tenure track faculty appointment. To chair University-based Master of Science in Nurse Anesthesiology program. Generic and post-graduate CRNA University-based Master of Science in Nurse Anesthesiology program. Generic and post-graduate CRNA curriculum, approximately 55 students and 17 University CRNA faculty. Requirements include: Earned appropriate Master's degree (Doctorate preferred), minimum of 7 years' experience (5 or more in CRNA appropriate Master's degree (Doctorate preferred), minimum of 7 years' experience working with a culturally diverse faculty role), eligible for RN and CRNA licensure in VA. Experience working with a culturally diverse setting is highly preferred. Send your vitae to: Jeannle D. Seaton, Assistant Dean, Box 258 or FAX (804) 371-8656.

Nurse Anesthesia Department: Faculty positions available in Master of Science in Nurse Anesthesiology Program - full-time faculty appointment. Requirements include: CRNA, minimum of one year's comprehensive experience, appropriate master's degree. Contact Herbert T. Watson, M.Ed., CRNA, Chairman, Box 226 or FAX (804) 786-0581.

School of Basic Health Sciences

BIOCHEMISTRY DEPARTMENT: Postdoctoral Research Associate. Position involves investigation of transcriptional control mechanisms associated with the expression of GTF-binding, signal transduction proteins Knowledge of molecular biological techniques and/or signal transduction field destrable. Ph.D. required Send curriculum vitae and names of three references to Dr. Anthony Carter, Box 614.

BIOCHEMISTRY DEPARTMENT: Research Associate. To pursue studies of the structure and function of hepatitis

B and C viral proteins. Must have experience in peptide synthesis, protein and peptide isolation and ence in peptide synthesis, protein and peptide isolation and characterization by chemical and physical methods. Strong background in molecular biological techniques is required. Applicants should have the Ph.D. or equivalent with training and experience in the areas of PCR, PCR mutagenesis, prokaryotic and eukaryotic expression systems. Must be able to work independently. Submit a cover letter, curriculum vitae and three references to Scarch Committee, Dr. D. Peterson, Box 614.

BIOMEDICAL ENGINEERING DEPARTMENT: Assistant/Associate Professor. Full-time tenure eligible position available July 1, 1992. Must have Ph.D. or equivalent degree in Biomedical Engineering or related area. Successful candidate will support the instructional and service activities of the Program as they relate to design, development of biomedical instrumentation and/or computer interfacing and to develop an independent externally funded research program. Please send CV and three references to Karen Murphy, Box 694.

PRARMACOLOGY/TOXICOLOGY DEPARTMENT: Assistant Professor to conduct CNS pharmacology research. Applicants must have a Ph.D. in pharmacology and at least two years of postdoctoral experience in CNS pharmacology. Must possess research funding and peer-reviewed scholarly publications, as well as prior pharmacology. Must possess research funding and peer-reviewed scholarly publications, as well as prior pharmacological characterization of research experience with assessment of spinal pain pathways and pharmacological characterization of nucuranatomical substrates for drug action. Must have background to teach in graduate and professional nucuranatomical substrates for drug action. Must have background to teach in graduate and professional schools, Send curriculum vitas, letter of research interests and three letters of reference to Dr. L. Harris, Search Committee Chairman, Box 613.

PHARMACOLOGY/LOSE(OLOGY DEPAREMENT: Assistant Professor position to conduct CNS pharmacology research. Applicant must have a Ph.D. in pharmacology and at least two years of postdoctoral experience in CNS pharmacology. Must possess research funding and peer-reviewed scholarly publications, as well as prior research experience with assessment of free intracellulary calcium levels and HPLC determination of peptide levels. Must have background to teach in graduate and professional schools. Send curriculum sitie, letter of research interests and three letters of reference to Dr. L. Harry, Search Consider Ros 415.

School of Medicine

School of Medicine

Arest Hestorico A Depart MENT. Assistant Professor - nontenure track, grant funded faculty position to begin May 1, 1992, and to continue for the duration of a five year grant. Individual sought to conduct independent research in collaboration with two schlor investigators in the held of pain. Requirements include Ph.D. and/or M.D. degree with broad training in neurophysiology, neurosanatomy, neuropharmacology, and behavioral sciences. Candidate should be knowledgeable in scientific and chinical aspects of pain. Clinical patient expenence desirable. Condidate should have experience with the involvement of excitatory nature acid neurotransmission in the neuropathology of pain, and with the utilization and interpretation of automolographic techniques specifically including 14 C-2 deoxyllucose metabolic mapping and 31-pholbiol ester binding assay. Detailed knowledge of the anatomy of or spinal cord and brain essential, as experience with single unit electrophysiological recording in spinal cord and brain of small animals. Familiarity with behavioral assessment of chrome pain in animals and with using SAS programs required. Supervisory experience with technical personnel and graduate students desirable. Send curriculum vitae and names of three references to David J. Mayer, Ph.D., Box 516.

Artistic Station of the partial acid and send of the control level faculty position to begin July 1, 1992. Individual

num vitae and names of three references to David J. Mayer, Ph.D., Box 516.

Anistrusion ony Diparimitati: Instructor - entry level faculty position to begin July 1, 1992. Indistigual sought who has successfully completed a residency in anesthesiology and observes advanced subspecially training in pain management, concurrently with limited responsibilities in other areas of anesthesiology as an attending must hesiologist. Protected free time is guaranteed for studying and research Appointment will be for a period of one year, with possible renewal for one additional year only. Candidne must be licensed to practice medicine in VA, elligible for certification by the American Board of Anesthesiology or equivalent (FFARCS or FFACCS), and must have had three to six months experience in pain management as a CA-3 resulent. Send cover letter with curriculum vitae and names of three references to Richard L. Kennan, M.D., Chairman, Box 695.

Internal, Manuma, Cast program and once Protection Academia, Send falls to used outcome to the content of the program of the protection.

three references to Richard L. Kennan, M.D., Chairman, Box 695.

INTERNAL MEDICINE-GASTROUNDEROLOGY DIVISION: Assistant Professor. Seek fully trained gastroenterologist/hepatologis who has completed at least three years of fellowship training in Gl/hepatology, is BC in Internal Medicine and BC/BE in gastroenterology and has especiance in patient one, teaching and research. Applicant must be fully trained in all endoscopic procedures with advanced skills in upper and lower endoscopy. PEG, liver hospsy and endoscopic sonography is highly desired. A strong commitment to academic medicine is expected. Experience working in a culturally diverse setting is highly preferred. Candidates should forward CV, bibliography and request for job description to Z. Reno Valueevic, M.D., Chairman, Box 711.

INTERNAL MEDICINF-CARDIOLOGY DIVISION/ELECTROPHYSIOLOGY: Assistant Professor, Clinical Electrophysiologist beginning July 1, 1992. BE/BC Cardiology, Teaching, clinical and investigative activities. Contact Kenneth A. Ellenbogen, M.D., Box 53.

INTERNAL MEDICINE-GENERAL INTERNAL MEDICINE DIVISION: Three positions of lustractor and/or Assistant Professor level for individual interested in developing on active clinical practice. Responsibilities also include teaching in housestaff clinic and inputtent ward attending. Must be BEBC in Internal Medicine. Experience working in culturally diverse setting is preferred. Forward CV and request for job description to Dr. Robert Center, Box 25.

INTERNAL MEDICINE-INFECTIOUS DISEASE: Hospital Epidemiologist. Applicant must have an M.D. degree, be fully trained in Infectious Diseases, and be hoard certified or board cligible in his/her specialty. It is expected that the Hospital Epidemiologist will both provide service for the Medical Cullege of Virginia Hospital and also be tenure-truck faculty in the appropriate academic department in the School of Medicine. The inter-commitment would include requirements for both teaching and research. It is expected that any applicant would have full-time appointments in either the adult or pediatric Division of Infectious Diseases. Candidates should submit CV and request for job description to Dr. Gordon Archer, Interim Chairman, Box 49.

INTERNAL MEDICINE-INFECTIOUS DISEASES: Assistant Professor. Must be BE/BC in Internal Medicine with two years' fellowship training in Infectious Diseases. Candidates should submit CV and request for job description to Dr. Oordon Archer, Interlin Chairman, Box 49.

INTERNAL MEDICING-RIJEUMATOLOGY: Assistant Professor, BC/BE in Rheumatology, Duties include primarily teaching and parient eare with opportunity for clinical research. Must show demonstrated excellence in clinical rheumatology and superiority in teaching students and residents. Position available July 1, 1992. Experience working in a culturally diverse setting is highly desirable. Send CV and names of three references to Shaun Ruddy, M.D., Box 263.

reserences to Shaun Ruddy, M.D., Box 263.

PATHOLOGY DEPARTMENT: Assistant/Associate Professor-Clinical Chemistry Section. Applicants must have an M.D. degree, be BC in Clinical Pathology, and have sub-speciality training in clinical chemistry. Applicants must have demonstrated ability in directing a section of a diagnostic clinical chemistry laboratory. The successful applicant will be expected to establish an active basic or chinical research program, assist with direction of the diagnostic laboratory; and contribute to the residency and pre- and post-doctoral training programs. Academic appointment will based on experience and qualifications. Send curriculum vitae to Gregory Miller, Ph.D.. Director, Box 597.

PSYCHIATRY DEPARTMENT: BE/BC psychiatrist with cureer interests in chronic mental illness for collaborative state hospital/university position. Interest in public psychiatry/academic career required. Administration experience preferred. Send CV to Dr. Pelonero, Box 710.

expensive preserved. Some CV to Dr. Peronero. Box 700.

PSYCHIATRY DEPARTMENT: (1) Child Clinical Psychologist from APA accredited Ph.D. program/internship. Duties as therapist with adolescents and training supervisor at VA Treatment Center for Children. Two years' experience with adolescents and solid clinical/teaching abilities and academic interests required. CV to Dr. Brunk, Box 489. (2) BC Psychiatrist experienced in teaching, research, administration and clinical areas to be medical director of mental health facility in collaborative position with medical college. CV to Joel Silverman, M.D., Box 710.

RADIOLOGY DEPARTMENT: Pull-time nontenured, permanent positions in Diagnostic Radiology. M.D., ABR Certified. Contact Anthony V. Proto, M.D., Box 470. RADIOLOGY DEPARTMENT: Full-time nontenured, permanent positions in Nuclear Medicine. M.D., ABR Certified. Contact Anthony V. Proto, M.D., Box 470.

RADIOLOGY DEPARTMENT: Full-time, nonlenured, permanent positions in Radiation Physics, Ph.D. (1) M.Sc. (1) Contact Panos Fatouros, Ph.D., Box 72.

SURGERY DEPARTMENT: Instructor. Physician's Assistant for Vascular & Transplantation Surgery. Board eligible or certified. Contact Dr. M. Posner, Box 57. SURGERY DEPARTMENT: Instructor, Cardine/Thoracic Surgeon's Assistant, BE/BC, Contact A. S. Wechsler M.D., Box 645.

School of Nursing

MATERNAL-CITIED HEALTH AND MEDICAL SURGICAL NURSING DEPARTMENTS: Chairs. Maternal Child houses the primary care nurse practitioner programs with strong focus on primary care. The Medical Surgical Nursing Department has a strong focus toward tertiary care. Both departments have undergraduate and mester's programs, and potential for development of areas of concentration within the clinical sciences track of the dectoral program. Candidates must have records of effective teaching, sustained scholarship and organizational leadership. Candidates must hold mester's degrees in nursing and doctorates, preferably in nursing, and certification as a nurse practitioner is preferred for the Chair of Maternal Child Health. Appointments available July 1992; applicant screening will begin May 1 and continue until positions filled. Send CV to N. Langston, Dean, Box 567. School of Nursing

positions filled. Send CV to N. Langston, Dean, Box 567.

OPPICE OF THE DEAN: Assistant Dean for Administration. Appointee will work with the Dean in planning, implementing, managing and evaluating resources in support of the scademic programs, will directly supervise administrative functions, assume primary responsibility for managing clinical affiliations and coordinate preparation of internal and external reports. Candidate must have previous nursing faculty and administrative experience and demonstrated management and financial analysis skills. Excellent communication, written and oral, required and computer literacy preferred. Must hold master's in nursing and doctorate, preferably in nursing. Appointment available immediately. Applicant screening will begin May 1 and continue until position filled. Sand CV and cover letter indicating qualifications for the position to N. Langston, Doan, Box 567.

Respital Administration

Rospital Administration

Rospital Administration

CLINICAL PROGRAMS: Oncology Product Line Manager and Neuroscience Product Line Manager. Major responsibilities of the positions include program planning and evaluation, medical staff relations, and helping to formulate marketing and outreach strategies. Successful candidates will possess a Master's Degree in Hospital or Business Administration, and at least two years of hospital administrative experience. Provious experience in Product Line Management is preferred. Candidates must have strong analytical and communication skills. The ability to facilitate the development of multidisciplinary teams is essential. Experience working in a culturally diverse setting is preferred. Qualified applicants should send cover letter and resume, Indicating which position they are interested in, no later than May 16, 1992 to: Cynthis M. Grueber, Director, Box 510.

VCU is an EO/AA employer. Women and minorities are encouraged to apply.

JOHN TYLER COMMUNITY CENTER

Announcement of Faculty Vacancies

ENGLISH—Instructor/Assistant Professor (2).

To teach remedial/college level writing, introductory literature, 15 credits per semester (one person likely having primary responsibility for developmental English); participate in curriculum and professional development, keep ten office hours per week to meet with and advise students; serve on committees as assigned; attend institutional functions and contribute to the general life of the College Qualifications: Master's degree in related field, with 18 graduate semester hours in teaching ead required; teaching experience, understanding of the community college environment and mission.

COMPLITER INFORMATION SYSTEME Instruction of the community college.

or the community college environment and mission.

COMPUTER INFORMATION SYSTEMS—instructor/Assistant Professor. To teach programming languages (to include COBOL, BASIC, PASCAL, C, ASSEMBLER, JCL and ADA), microcomputers/software (DOS, LOTUS, dBASE, WordPerfect, and Harvard Graphics); computer architecture, database management, and systems analysis/design. Assisting with registration and advising, curriculum development, and review of instructional materials. Qualifications. Master's degree with 18 graduate semester hours in computer information systems, two years' related occupational experience preferred, bachelor's degree in computer related field and two years' related occupational experience minimum.

experience minimum.

OFFICE SYSTEMS TECHNOLOGY—instructor/Assistant Professor.
Teach courses in Office Systems Technology, including word processing, shorthand, keyboarding, office procedures, and business communications.
Teach a variety of software applications, including word processing, spread-sheets, databases, and desktop publishing. Integrate computer use into all classes. Curriculum development, student advising, and committee participation are also a part of this job. Will be scheduled to teach day and evening classes, possibly at multiple locations. Buchelors' degree in Office Administration or Business Education and two years of occupational experience minimum; master's degree in related field and teaching experience preferred. Demonstrated ability to use variety of computer software required.

NURSING—instructor/Assistant Professor.

NUIRSING—Instructor/Assistant Professor.

To teach nussing courses which include theory and clinical teaching in Maternity and fundamental medical/surgical nursing, curriculum development, and student advisement. Qualifications: Master's degree in nursing required. Teaching experience preferred. Demonstrated maternity nursing in the last three years. Candidate must have a strong commitment to Associate Degree Nursing. Must be able to adjust to flexible teaching schedule and perform as a member of the team. Must hold a current kicense to practice as a Registered Nurse in Virginia.

Nurse in Virginia.

NURSING - PROGRAM HEAD—Instructor/Assistant Professor.

Coordinate Associate Degree Nursing Program, scherbile and staff courses; recruit, hirs, supervise, and evaluate faculty, develop & coordinate curriculum; assure program meets requirements of State Board of Nursing & NLN; develop department budget; initiate and maintain working relationships with various internal & external constituencies; conduct graduate follow-up studies; serve on committees, other duties assigned. Qualifications: Master's degree in nursing; 5 years' nursing practice; 3 years' teaching in an associate degree nursing program; current RN licensure in Virginia (or eligible for licensure); experience in administration of a nursing education program, budget management skills, public relations skills.

AUTOMOTIVE TECHNOLOGY.

AUTOMOTIVE TECHNOLOGY—Instructor.

To teach automatic transmission, accessories, air conditioning, emission control systems, and high efficiency fuel systems in a comprehensive A.A.S. degree program. Qualifications: Bachelor's degree in Automotive Technology or a related field and extensive demonstrated occupational expedence required. Master's degree helpful.

GENERAL.

Appointment Date: August 16, 1992.

Academic rank and salary are based upon qualifications and experience in accordance with established schedule and compensation procedures. Excellent benefits package included.

All teaching schedules may include a combination of day, evening, oif-campus, and/or short courses/seminars for business and industry. Previous teaching experience and computer competency preferred.

THE COLLEGE

John Tyler Community College is a fully accredited, comprehensive community college located within 15 minutes, driving time of Richmond. The geographical region contains over 500,000 people. The College serves over 5,000 students in 27 curricula programs, most of which lead to associate

APPLICATION PROCESS

A Commonwealth of Virginia Application for Employment Form (#10-012), two letters of recommendation, and college transcripts must be received by 5 p.m. on June 1, 1992. Résumés alone are not acceptable. Apply to: Personnel Olfice, John Tyler Community College, 13101 defferson Davis Highway, Chester, VA 23831. Telephone (804) 796-HIRE. Toll-free in VA (800) 552-2400.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. MINORITIES AND WOMEN ARE STRONGLY ENCOURAGED TO APPLY.

Professor of English 9-Month Salary: \$33,200

The Savannah College of Art and Design seeks applicants for a full-time faculty position in English composition and literature. The College offers B.F.A. and M.F.A. degrees in eleven majors, as well as the B. Arch. degrees. Courses in composition and literature are required in each undergraduate major. Faculty applicants must possess a Ph.D. and should have previous teaching experience. Women and minorities are encouraged to apoly. Send cover letter and résumé to: Search Committee, SCAD, P. O. Box 3146, Savannah, GA 31402. AAVEOL.

Athletic Training: Athletic Trainer. College seeks individual to threet and supervise athletic training troopen, tench courses in training. Brist aid and CFR, advise students and direct interns. Qualifications include a master's in physical education and certification by NATA. Salary commensurate with qualifications. Send letter of application, resume, traoscripts, evidence of NATA certification and I letters of professional reference to: Tom York, Mount Senario College, 1500 College Avenue West, Ladysmith, Wiscosain 53848. MSC is an equal opportunity employer.

administration of the Sports Medicine and Athelic Training Service program to the Undversity's ninetoen (19) intercellegiste varsity sports teams, Quadinations: Bachelor's degree, NATA certification and Penpsyvania (class & certification equivalent, is required, Master's degree preferred, Minimum of three years of experience as a full-time cortified at hieric irainer. Salary commensurate with qualifications and experience, Applicable are equivalent to a submit a letter of aprilession, resquired to submit a letter of aprilession and submit a letter of aprilession. All materials and documents may be rescived by the Search Committee by May 22, 1992, and shock to addressed to Chairperson of the Athletic Trainer Search Committee, Kutztown University, Koystone Hall, Kutztown University, Koystone Hall, Kutztown University, Koystone Hall, Kutztown University is an Afficustive Accessed to Chairperson of the Athletic Trainer Search Committee, Kutztown University, Koystone Hall, Kutztown University is an Afficustive Accessed to the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athletic Trainer Search Committee and the contraction of the Athl



COMMUNITY

Announces the following faculty opportunities

Dakland Community College, a public multi-campus institution serving 30,000 students, is located in Oakland County, a dynamic growth area in

Qualifications: A minimum of a Master's degree in the listed discipline, or the equivalent (18 graduate samester hours in the discipline). Applicant must possess required degrees at time of application.

- must possess required degress at time of application.

 Accounting (or Bachalor's degree in Acct. with CPA)

 Accounting (CIS (plus 18 grad. cr. hrs. in Computer Info. Systems)

 Business Law (IO required; preference for MBA)

 Counseling

 Counseling

 Counseling

 English

 English

 English

 English Bered. cr. hrs. in Reading)

 Mathematics

 Nursing (Medical/Surgical)

 Psychology

 Psychology (Cognitive)

 Qualifications: A Master's degree in the discipling, or the equivalent (15)

Qualifications: A Mester's degree in the discipline, or the equivalent (16 graduate semaster hours in the discipline), plus 2 years' experience and all required licensure and/or certification. Applicant must possess required degrees at time of application.

- In lieu of the Master's degree, the following may be substituted:
- 1. A Bachelor's degree in the discipline and five years of recent work experience in the area, or
 2. An Associate degree in the discipline and eight years of recent work experience in the area, or
 3. Elevan years of recent work experience.

 Architectural Engineering Technology (Drafting/Design)

 Aviation Flight Technology

 Business Information Systems

 Starting Balance Panness Polymone 1639, 045, 6504, 0044.

Starting Belary Range: Between \$28,915-\$34,204 for ten months of service. Academic year runs September 1 through June 30. Excellent

Starting date: Approximately September 1, 1992.

Applicants will be required to complete an application form and provide the following: cover latter, current resumé, copies of transcripts for all earned degrees (photocopies acceptable).

To receive an application form, please call the Human Resources Department Job Hotine at (313) 540-1579. Applications will be mailed through Thursday. May 7, 1882. Refer to position no. 92-16-c.

As an Affirmative Action, Equal Opportunity Employer, Ommunity College is seeking candidates who will sugment the diversity of its faculty, staff and administration.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

Cypress College is seeking instructors who represent the multi-cultural diversity of our students and community. Our reputation for academic excellence is dependent upon hiring professional staff who share our commitment to quality education and to providing a well-rounded experience for every student.

Applications are currently being accepted for the following faculty position:

Music Instructor 100% First-Year Tenure Track Contract Teach beginning, intermediate and advanced plano

Deadline for applications: May 22, 1992 The filling of this position is contingent on available funding.

Located in Orange County, 40 miles southwest of Los Angeles, Cy-press College is part of the North Orange County Community College District serving 18 cities in 16 school districts.

The NOCCCD offers a generous benefits package, which includes health insurance and compelitive salaries. We are committed to Affirmative Action and entitusiastically encourage applications from qualified women, minorities, and disabled individuals. If joining our faculty interests you, please call or write for an applica-tion form, which must be returned by the deadline date:

North Orange County Community College District Office of Human Resources 1000 North Lemon Street Fullerton, CA 92632-1518 Phone (714) 871-4030 FAX: (714) 738-7853

printing, and analysis of in vitro transcription of DNA binding proteins, as well as
strain construction via recombinant DNA,
sens transfer, and sense this on technolopies, Applicants mpst have a Pl.D. In Blociternatery or Microbiology and one year's
experience as a locturer. Other special requirements include experience in postdoctord work in fields of microbiology, protein
purification, and puolete acid enzymology,
and four publications in any of these areas.
Sond résumé and proof of requirements to
7310 Woodward Avenne, Room 415, Detroit, Michigan 48202, Reference Number
25792, Employer paid advartisement.

Biology/Environnental Studies Pull-time Assistant or Associate Professor of Biology/Environnental Studies, Will of Biology/Environnental Studies, Will teach undergraduate courses in biology and environmental studies at a small Regularity college in a major section. Ethaponent of the studies of a small Regularity of complete the studies of a small Regularity of the studies of the studies of the small Regularity of the small Regularity

tion, Equal Opportunity Employer and actively solicits applications from qualified women and minority applicants.

Blockemistry Pethowship, Postdoctoral fethew, 46 bours per week, 9:00s.m.-5:00p.m., salary 519,540 per year, Reaponsible for investigation of gene resultation of auperoxide prospone in vivo and in vitro in E. coll. Dutten include gene oftening, DNA sequencins, protein purification, DNA societies, protein purification, DNA sequencins, protein proteins, as well as

9:00 s.m.-5:10 p.m.) position in aniwersity senetics department. Carry out laboratory research in the field of immunology and carry out experiments in the project senetary out experiments in the project selected by the supervisor; prepere oral and written presentations of the results of the resourch; supervise one or two graduate students or technicians. \$39, 160 per year. Requires Ph. D. degree in cell biology/in-munology and minimum two years of research experience. Experience must include developing monoclomal antibodies, cell biology, retrovitology, hemiology, activated by at least three midlications in peor-reviewed journals. Must have proof of U.S. Send two opens of summers by May 12, 1992 (to Illicopies of resumes by May 22, 1992 (to Illicopies of resumes by May South, Chicago, illinois 60635. Attention: Joan Systius, reference 89-VII-4433-S. No calls. An employer paid advertisement.

Blology/Physiology: The Department of Blology of Southern Connecticut State University invites applications for a full-time tenure-track faculty position. Applicants must have a doctorate in animal physiology, university, teaching experience pre-

ferred. The cuadidate would be expected to leach undergraduate animal physiology physiology, endocrinology and research methods. A letter of introduction describing one's current interests, curriculum visite, and three letters of recommendation should be seat to Vernoe A. Nelson, Desarted university, 301 Crosseen Sizet, New Interests, Councelleut Scutter Connecticut State University, 301 Crosseen Sizet, New necticut State University is an Affurnative and funder substantial interment resistions dependent upon funding.

Business: Eastern Illinois University, Charleston, Illinois 61920, Beginning Au



Faculty Positions in Management Systems, Decision Science and Information Technology

The Graduate School of Arts and Sciences invites application for two academic positions in the Administrative Sciences Program. This multi-disciplinary program offers an M.S. de-gree in Management Information Systems, and an Execute Master in Information Systems (M.S. degree) for governmental and corporate executives. All consequences and corporate executives. All courses are offered at the new Virginia Campus, a facility with a state-of-the-art computer laboratory equipped for group decision support systems, located minutes from Dulles Airport.

The senior faculty position of Academic Director of the Virginia Campus Administrative Science Program offers a starting rank of Associate Professor. The Director will provide leadership in teaching, research, personnel, budget, conorae and governmental liaison, and recruitment. Candidates should have a doctorate, university teaching experience, an established record of relevant publications, and considerable knowledge in the areas of information technology, management systems and related subjects. Experience in managing an organization, an information resources center, or a research program is highly desirable, as is expertise in information systems, and decision support and expert systems.

The second position is Assistant/Associate Professor, Management Information Systems. This person will teach graduate level courses and advise students, and will have the opportun to pursue research. Candidates should have a doctorate in information systems, or a closely related field, an established record of research and publications, and experience in the development and utilization of MIS. University teaching and inistrative experience is desirable, as is expertise in decision and expert systems.

Both appointments are for five-year renewable contracts. Academic rank and salary are commensurate with qualifica tions and experience. The positions are available July 1, 1992 Review of applications will commence on May 15, 1992 and continue until the position is filled. Send letter of application complete vita, selected reprints, and letters from three

Professor Edward J. Cherlan, Administrative Sciences Program, Graduate School of Arts and Sciences, The George Vashington University, 2136 Pennsylvania Avenue, NW, Suite 301, Washington, DC 20052.

CHEYNEY UNIVERSITY OF PENNSYLVANIA

Founded in 1837, Cheyney University of Pennsylvania, the oldest historically Black institution of higher learning, is located 18 miles southwest of Philadephia and is one of 14 universities within the Pennsylvania State System of Higher Education. Cheyney is now inviting applications for the following modificance.

FACULTY POSITIONS

Foreign Language (Spanish): Full-time, tenure track position. Teach into ductory and advanced courses in Spanish. Foreign Languages (Franch and Spanish): Full-time, tenurs track pos-tion. Teach introductory and advanced courses in French and Spanish

Political Science: Full-time, tenure track position. Teach introductory and advanced courses in American and world politics. Science: Full-time, tenure track position. Teach introductory and advanced courses in Molecular Biology and/or Biochemistry.

Educational Administration: Full-time, tenure track position. Teach gaduate courses in Educational Administration and undergraduate courses in Education including but not limited to: education law, educational change, etc. Education including but not limited to: education law, educational change, we Education (Reading): Full-time, tenure track position. Teach introductory and advanced courses in Education. Must be able to teach reading-related courses at the undergraduate and graduate levels. Health, Physical Education and Recreation (Intramural Coordinator): Full-time, tenure track position. Teach introductory and advanced courses in Health, Recreation and Physical Education. Will be responsible for the planning and coordination of University Inframural programs.

For all positions, a Master's degree is required (Ph.D. preferred) with at least three years of related teaching experience.

Cheyney offers a competitive salary (rank and step based on advantion and experience) and a competitive benefits package including tuition-free education for employees and their dependents.

Send letter of application, résumé and official transcripts with 3 letters of reference to: Mr. Fred Tucker, Director, Human Resources, Cheyney University, Cheyney, PA 19319, postmarked not later than May 1, 1992.



ENGLISH FACULTY

The University of Quam solicits applications for the following tenure or non-tenure track, fulltime position (one-, two-, or three-year appointment):

The Division of English and Applied Linguistics is seeking an Assistant or Associate Professor to teach, in a multicultural setting, a variety of courses from two or more of the following areas: Literature, Linguistics, Rhetoric and Composition, Developmental English, and ESL. in addition to teaching, faculty members are required to engage in research, university service, and service

to me community.

An earned doctorate is required in English, English Language and Literature. Linguistics, TESOL/Linguistics, or a closely related area. Desirable qualifications include two or more years of postsecondary teaching as well as experience teaching an ethnically diverse student popula-

The salary ranges are:

Assistant Professor \$34, 307 to \$50, 765 Per Academic Year Associate Professor \$39,300 to \$59,307 Per Academic Year

Completed applications must be postmarked no later than May 1, 1992 to be given full consideration by the committee. Application materials may be submitted by FAX to: (671) 734-3410. Persons Interested in applying should submit a current curriculum vitae, official graduate transcripts, unofficial undergraduate transcripts, three (3) letters of recommendation sent directly by referees, and a letter of application requesting official application forms to:

Dr. Robert A. Burns, Chair **English Search Committee** c/o Personnel Services Division University of Quam UOQ Station, Mangilao, Quam 96923

For more information, call (671) 734-9109/9535, or call Dr. John Rider toll free at 1-800-821-9233. EEO/AAE.



MANAGEMENT DEPARTMENT CHAIR

School of Business

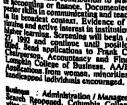
Applications and inquiries are invited for the position of Chairperson, Department of Management. This challenging position requires dynamic leadership as the School of Business enters the final phase of preparation for AACSB accreditation. Qualifications include:

- Ph.D. or OBA appropriate to teach in one of the following Management Department disciplines: Business Pollcy/Strategy, Human Resource Management, Organizational Behavior, Production/Operations Management, or Management Informations
- Substantial full-time faculty experience in an AACSB-accredted program.
- A demonstrated record of both sustained teaching excellence and ongoing scholarly research and publication sufficient to warrant appointment as a senior associate or full professor.
- erience in an administrative or academic leadership capac
- Familiarity with the AACSB accreditation process preferred. The School of Business has 38 faculty positions and enrolls approximately 1,000 students in six major fields of study. Classes are small—usually fewer than 35 students. The Management Department offers degree programs in General Management and Human Resource Management and currently has 11 full-time faculty.
- With an enrollment of approximately 6.400 students, Ithaca College is the largest private residential college in New York State. It is coeducational, non-sectarian, and a nationally recognized selective comprehensive college which emphasizes excellence in teaching. Located in the center of the secric Finger Lakes region, the campus occupies 675 acres in modern facilities overlooking Cayuga Lake and the City of Ithaca.

Salary is competitive and commensurate with professional back-ground and experience. Review of applications will begin immediate-ly and continue until the position is filled. Candidates should submit a letter of application, curriculum vitae, and the names, addresses, and telephone numbers of at least three professional references to:

Management Chair Search Committee School of Business Ithaca College Ithaca, NY 14850

lthaca College is an Equal Opportunity, Affirmative Action Employer. Viomen and minorities are encouraged to apply.



NURSING **FACULTY**

ment in decision-maining, supportive group processes. Financial support and release time available for research. University enrollment of over 15,000 with 1,100 BSN malacs. New Acta congram Evenilla citol. over 15,000 with 1,100 BSN ma-jors, MSN program. Excellent clini-cal facilities. Opportunity to devel-op creative solutions to health care problems in Sun Belt City. Master's in clinical nursing plus two years of nursing practice re-quired. Doctorate and BSN teach-ing experience preferred. Competi-tive salaries and benefits. Contact:

Dr. Evelyn A. Redding Dean, College of Nursing University of Southwestern Louisland Louislana P. O. Box 42490 Lafayette, LA 70504 Phone (318) 231-6808 EO/AAE

of fundamental research, applied science, engineering, and graduate education. Qualifications: Applicants must possess an advanced degree in Accounting, Dusiness Administration, or Law and more than five years' experience in managing the fin ancial and least affairs of a comperable sized organization, or a non-rebied degree with over ten years' related experience. U.S. critizanship is required. Deadline for resumes: June 1992. Please send résumé to: Linda M. Marth, Apolled Payiers Laboratory, University of Washington, 1013 NII 40th Street, Seattle, Washington 98105. dential, two-year college of liberal arts and sciences with an enrollment of 530 attacents, an attractive campus and an excellent reputation within its distinctive market lent reputation within its distinctive market lent. The College is affillated with the Evangelical Lutheran Church in America and is deeply committed to the centrality of the gospel of Jesus Christ in all its programs and activities. A closing date for application is May 1, or until the position is filted. Applications must include a cover letter, resume, and at least three professional references with addresses and telephone numbers. Applications, nominations and inquiries should be directed to. Director of Business Affairs Search Committee, co Dr. William E, Hamm, President, Waldorf College, 106 South Sixth Street, Forest City, Iowa 50436. Business Educations Office Systems and Business Education Department. Founded in 1875, Indiana University of Pennsylvenia is the Commonwealth's fifth largest university with more than 14,000 audients. Located fifty miles northeast of Pittsburgh, IUP is the inreast of the fourpets universities in the State System of Higher Education. Indiana University of Pennsylvania layies applications for two Austranti-Associate Professor (tenun-track) positions to teach undergraduale/graduate courses in Communications, Office Systems, and Busicess Education to begin Fall 1992. Qualifications: Ed.D. or Ph.D. perferred, ABD considered. Michamum five years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor and four years of teaching experience for the rank of Associate Professor.

Business Affairs: University Research and Development Labotatory—Business Manager. The Apptied Physics: Laboratory of the University of Washington seeks a Business Manager to act as the principal financial officer of the Laboratory, reporting to the Director. Responsibilities include; development of financial plans and policies supporting the Laboratory's technical and educational goals, supervision of accounting and reporting operations (chief accounting and reporting operations (chief accounting and reporting operations (chief accounting plus five-employee office), and adminitude of the control of contracts and Reach or parallel contribution to practice of seconding or finance. Documented superior diffils in communicating and teaching a lip broadest context. Evidence of continuing and early interests in institutions of higher learning. Screening will beath April 17, 1972 and continue until position is filed. Send letter of application, resume, and early interests in institutions of higher learning. Screening will beath April 17, 1972 and continue until position is filed. Send letter of application, resume, addresses and phone numbers to the Personnel Office; cio Dr. Mary S. Millian April 17, 1972 and continue until position is filed. Send letter of applications, the learning of the position of the position is filed. Adresses and phone numbers to the Personnel Office; cio Dr. Mary S. Millian April 18, 1972 and continue until position is filed. Adresses and phone numbers to the Personnel Office; cio Dr. Mary S. Millian Adresses and maintains affective lision with the and maintain affective lision with the same and maintain and the same and maintain and same and maintain and same and maintain and mainta

Join an NLN-accredited College of Nursing with a reputation for quality education, faculty involve-ment in decision-making, support-

Provide leadership and direction to continuously improve the quality levels of the curricula and teaching in the Research Division in the School of Management. Also provide assistance to the Undergraduate and Graduate School in the area of research. Knowledge of Behavioral Science and direct experience with Applied Organizational Research in an organizational setting required.

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have

available.

9-Month Salary: \$33,200

The Savannah College of Art and Design seeks applicants for a full-time faculty position in art history. The College offers B.F.A. and M.F.A. degrees in eleven majors, including art history, as well as the B. Arch. degree. Art history is a central component of each student's liberal arts curriculum. Faculty applicants must possess a Ph.D. and should have previous teaching experience. Women and minorities are encouraged to apply. Send cover letter and résumé to: Search Committee, SCAD, P. O. Box 3146, Savannah, GA 31402. AAJEOF.

nical Writins, Keyboardins and Document Formstiling and Business Mathematics. There of these courses will be taught on the indiana Campus. Applications must include a résumé or curriculum vince, the names, current addresses and telaphone numbers of five referces, one of whom must be vour current and restrained to the properties of the referces, one of whom must be vour current amplications from the properties of the referces. ciate Profesior and four years of teaching experience for the rank of Assistant Profesior in fields related to courses to be taught. Some teaching experience equivalence have recognized for related business experience. Duties: Teaching responsibilities will include courses such as introduction to flusioess, Word Processing, Computer Lieracy, Electronic Office Procedures, Technology, Electronic Office, Procedures, Pro numbers of five referees, one of whom must be your current employer/supervisor. Please send to Chair, Saarch Committee, Office Systems and Business Education Department, Indiana University of Penasylvania, 9 McElhanoy Hali; (414)357-3003, Indiana, Penasylvania 15705. Review of applications will begin May 1, 1992, and continue until position is filled. IUP is particularly Adfirmative Action, Equal Opportunity Employer.

Business/Management: Assistant/Associate Professor of Business, full-time, commenting August 15, 1992, to teach graduate courses in non-traditional mater of science in management program and traditional undergraduate management courses (first year ordy). DBA, Ph.D., or other ternsland degree in business required. Management/supervisory experience in business or industry and previous teachog experience desirable. Salary based on qualifications. The liberal art's college, sponsored by the Association of General Sandets, is located 30 miles northeast of Evansville. Submit resums and natures of references to Dr. Jerry Phillips, Dean, Oakland City College,

department; provide support for faculty de-velopment and conduct an active research/ publication agenda. Seed a letter of appli-cation, vita, copy of transtripts, descrip-tion of research/publication activities, and three current letters of reference to: Search Committee, Department of Business, Vo-cational, and Technical Education, School of Education, East Carolian University, Greenville, North Carolian 27838-4353. Re-view of applications begins June 15, 1992 and continues until position is filled. An Equal Opportunity, Aftirmative Action University. Applicants must comply with the immigration Reform and Control Act. Official transcripts required upon employ-ment.

LESLEY Faculty Positions Available

Located in Cambridge, Massachusetts, Lesley College is a recognized leader in the educational community for its innovative educational programs and delivery systems. Central to the College's mission is a commitment to high quality and creative instruction, the integration of theory and practice, and interdisciplinary study. Through its Undergraduate School, Graduate School, and School of Management, the college offers a wide array of professional and liberal arts programs in the fields of education, human services and management to more than 5,000 students on campus and in off-campus programs regionally and nationally.

Graduate School -

Liberal Studies and Adult Learning Division

The division offers liberal studies and professio training at both graduate and undergraduate levels to adults preparing for careers in the creative arts, education, human services, intercultural relations and liberal studies. We have the following faculty openings for Fall 1992:

♦ Creative Arts in Learning Program (2 F/T 12-month positions)

Teach, advise students, and develop curriculum in a program which incorporates dance, drama, storytelling, music, poetry, and the visual arts into all aspects of learning. We are seeking applicants who are both artists and educators with experience teaching in public schools and/or higher education.

♦ Liberal Studies/ Adult Baccalaureate (1 F/T, 1 P/T 12-month positions)

Teach, advise, supervise independent studies, evaluate experiential learning and assist in developing graduate liberal studies courses. We are seeking applicants who are interdisciplinary educators with specializations in one of the following areas: human development; intercultural studies; environmental studies; and mathematics or science. Ability to work with adult learners to integrate liberal and professional studies is important. studies is important.

School of Management

Lesley College School of Management offers working men and women degree and degree completion programs in management on campua and at off-campus locations. The programs are designed to be work related with strong emphasis on the integration of theory and practice. We have the following faculty opening for Fall 1992:

♦ Research - Division Director Provide leadership and direction to continuously

Undergraduate School

Lesley College Undergraduate School is a private women's college offering professional preparation in teaching, human services and management based on a strong foundation of management based on a strong to match of the liberal education. For all faculty positions the ability to relate curriculum to the professional fields of Education, Human Services and Management is desired. We have the following full-time 9-month faculty openings for Fall agents.

♦ Science

Teach introductory and advanced courses in Biology and Chemistry or Physical Science. Prior teaching experience at the college and/ or pre-college level required; field experience

♦ Sociology

Teach introductory and advanced courses in Sociology. Ability to teach from an interdisciplinary perspective is desired. Experience working with adults in a variety of formals as well as traditional age students is necessary. College teaching experience is required. Familiarity with the professional field of human services preferred.

◆ Computer Technology Computers in Education (2 positions)

Both positions involve instructing undergraduate and graduate students in basic computer applications and more advanced computer applications and the college accourses using emerging technologies.

Teaching experience at the college and/or precollege level is preferred. Responsibilities also include participation in Lesley College's Center for Mathematics, Science and

For all positions: Doctorate required; doctoral candidates will be considered. Rank and salary are commensurate with experience. We are abrougly committed to hiring people of color; minorities and women are especially encouraged to apply.

Review of applications will begin April 20 and will continue until the positions are filled. Please send letter of application and resume to: Human Resources Dept., 29 Everett St., Cambridge, MA 02138. Lesley College is an Affirmative Action/Equal Opportunity

Professor of Art History

ficultions. Requirements: Doctorate with specialty in marketing audior business education; evidence of excellence is public school and college level teaching; strong record of greatsmanship and scholarly activity. Responsibilities: Provide leadership and scrylce at the department, school and university levels; teach undergraduate and



LYNCHBURG

COLLEGE

IN VIRGINIA

Special Education Position. The School of Educate

and Human Development seeks applications for a

3

FACULTY OPENINGS TENURE TRACK STARTING SEPTEMBER, 1992

Brookdale Community College is an innovative and comprehensive — open admissions — two year college with an enrollment of approximately 11,900 credit students (approx. 7,300 FTE) and 13,500 non-credit students. The campus is located in an attractive rural area of Monmouth County, New Jersey, approximately 50 miles south of New York City. The following are available tenure track faculty positions.

Master's degree in English or English Education Is required, with an emphasis on Writing. Experience teaching both college level and developmental writing preferred.

Master's degree in Reading. Experience teaching Basic Skills at the college level preferred.

HISTORY

Moster's degree in History is required. The ability to teach World Civilization, American Civilization and one of Afro-American, African or Puerto Rican history preferred.

PSYCHOLOGY

Master's degree in Psychology is required. Experience leaching general psychology and quantitative methods courses using computer applications of experimental and statistical

MATHEMATICS

Master's degree in mathematics is required. Community college teaching experience and experience with computers is preferred. Position will require some developmental teaching.

COMPUTER SCIENCE

Master's in Computer Science required. Must have ability to teach the following application programs: Lotus, dBase, PFS First Choice: preferred program languages are Cobol, Pascal, asic, Fortran, Assembler, "C" Language: operating systems: MS DOS, Unix, OS/2.

CHEMISTRY

Master's degree in Chemistry required. Background in Marine Chemistry preferred.

Master's degree in Biology required. Background in Microbiology. Paracytology and Anatomy and Physiology preferred.

All above positions are instructor Level. Base salary 1991-92 Academic year was \$25,497*.

NURSING (3 positions)

Two of these positions will be at the instructor level and one will be at the Assistant Professor level. Salary Range for Assistant Professor 1891-92 is \$27,151 to \$47,632°.

A Master's degree in Adult Health and clinical experience in Medical/Surgical Nursing is desirable for two positions. For the third position, a Master's degree in Pediatrics and clinical experience in Pediatric Nursing is desirable.

*1992-93 salary is presently under negotiations. Experience teaching in a community college is preferred.

Submit applications by May 22, 1992, stating position applied for, to Personnel Services, Dept. FAC-5/22 BROOKDALE COMMUNITY COLLEGE, Newman Springs Road, Lincroft, NJ 07738. An Equal Opportunity/Affirmative Action Employer

Career Services: Search Reopened. Career Specialist for Corporate Relations at University of New Orleans. Responsibilities: The Career Specialist is responsibilities: The Career Specialist responsibilities: The Career Specialist responsibilities: The Career Specialist responsibilities and marketing on-compus interviewing programs, establishing and marketing small dentifying job opportunities, auministering on-compus interviewing programs, establishing and marketing materials for attributional and marketing materials for attributional and employers, econlinate alimin programs and oversteen with the career Specialist reports to the Director of Career Placement and Cooperative Education. The University of New Orleans has 16,000 students with about 20% of earollment aninority (Aled-American, Happonic, and Aslasa), Osulficationst Excollent administrative, interpersonal, without a constitution of materials to surport seeks recognification of materials to surport seeks, recognized in Counseling of Students and Education of materials to surport seeks, recognization of materials to surport see rectains, main's detains an attoort personnel and a minimum of three years' expositence in placement. Previous candidates do not need to reamply, Sond latter of application, resume and three letters of reference to Dr. Braestine Monigomery: Disector, Careor Placement, University of Nector, Careor Placement, University of New Orleans; University of New Orleans, Louispha 70148. Applications will be reviewed beginning April 13, 1992 until the position is filed. The University of New Orleans is an Equal Opportunity Employer.

Career Services: Career Development Co-ordinator. The Career Center at the Uni-versity of Wisconsin-Parkside seeks quali-fied candidates for the position of Career Development Coordinator. The Coordina-tor serves as the advocate and resource for student career development activities com-put. Wide, As such, the Coordinator pro-vices individual and group career counsel-ins; implements outreach efforts to in-ordano student participation in career plan-sing; develops and maintains the career resource center including printed materials

Chemistrys Program Director/Rosearch Schentiat. Theoretical/Computational Chemistry, Supervise, direct and conduct research in the theoretical modellar of organic and polymeric NLO materials, write programs and solicit state real funding. Ph. D. in Theoretical/Computational Clemistry, postdoctoral operations in a related field. Knowledge of the latter of the manufacture, florite-fock Cf and MCSCP methods. Excelent computational facilities, available. Salary 30K. Send return and three letters of recommendation before Mny 8, 1992 to Professor Parsa N. Pyasad,

FACULTY POSITIONS

ECONOMICS INSTR./ENGLISH INSTR. Rank: Instr. or Asst. Prof. Master's degree required. Economics instructor with broad background in the social sciences will be expected to teach both Macroeconomics and Microeconomics. English instructor with background in Literature, Public Speaking, and/or Fine Arts would be a plus.

ELECTRICAL CONST. and MAINT. INSTR./REFRIGERA-TION and AIR CONDITIONING. Rank: Instr. or Asst. Prof. A TION and AIR CONDITIONING. Rank: Instr. or Asst. Prof. A minimum of 5 years of relevant trade experience is required. Candidates with a Bachelor's degree and previous teaching experience would be preferred. Both instructors will be expected to teach a comprehensive skills-oriented program in all aspects of their trade including mathematics. Refrigeration and Air Conditioning Instr. with expertise in heating desirable. Electrical Construction will include electrical theory, the National Electric Code, and blueprint reading. Expertise in industrial control systems is highly desirable. in industrial control systems is highly desirable.

Closing date: May 18, 1992. Salary range is: \$23,000-\$29,000. The college intends to fund these positions through the underrepresented faculty initiative of the State University system. The campus is especially interested in improving the role models for our female and minority students and encourage warmen and persons of college to the these years plant. age women and persons of color to give these vacancies serious consideration. To apply for each position: send a letter of application, résumé, and a list of three references to: Larry Mills, Director of Human Resources, SUNY College of Technology, Deihi, New York 13753.



OHIO UNIVERSITY

College of Health and Human Services School of Health and Sport Sciences Assistant Professor, Tenure Track

Health Services Administration

Required. Earned doctorate. Master's in health related area. Preferred: Previous college teaching experience and/or health care

sibilities: Teach undergraduate and graduate courses in health sci-ences, long term care, and health services administration; advise students; conduct research; publish; and participate in committee

Salaru: \$24.000-\$30.000 Starting Date: September 1, 1992.

Application Deadline: April 30, 1992 or until position is filled.

Application Procedure: Send letter of interest; curriculum vitae; and names, addresses, titles, and phone numbers of three references to: Dr. James A. Lavory, Director School of Health and Sport Sciences

Onio University Athens, Ohio 45701-2979

Ohio University is an Equal Opportunity, Affirmative Action Employer.

UNIVERSITY OF ARKANSAS AT MONTICELLO Department of Social and

Behavioral Sciences

The University of Arkansas at Monticello seeks applicants for a tenure-track position in Sociology. The position requires a Ph.D. and commitment to undergraduate teaching with appropriate scholarly activity. Assignment will include teaching Race and Ethnic Relations, Social Problems, the Family, and other courses of interest. Rank and salary depend upon qualifications. Send letter of application, résumé, with names, telephone numbers, and addresses of three references to Dr. John Short, Department of Social and Behavioral Science, University of Arkansas at Monticello, Monticello, Arkansas 71655. Review of applications begins May 15.

The University of Arkansas at Monticello is an AA/EEO Employer Minorities and women are encouraged to apply.

Director, Photonics Research Laboratory, Department of Chemistry, State University of New York, Buffalo, New York, 14214.

SUNY/Buffalo is an EOE/AA employer.

SUNY/Buffalo is an EOE/AA employer. Chemistry Citaical Chemistry Post-Doctoral Pellowabins at Mayo Citaica Seyling appicants for two year Con-Accian reverse fellowabin directed toward qualified individuals (Ph.D. or M.D. required) pursuing enters in clinical obemistry, individuals completing the program, are eligible for certification by the Apterican Board of Citaical Chemistry. Applications on file by October 31, 1992 will be considered for approximent beaming in July 1993. Contact Mary F. Burtit, Ph.D. Beetlon of Chinical Biochemistry, Mayo Clinic, Rochaster, Minnacota 35985 for intote information. Mayo Foundation is an affirmative action and equal opportunity educator and employer.

Chemistry: Instructor. Southwestern Michigan College, a rignl, comprehensive conmunity college, is seeking a Chemistry Ignition. Qualifications: Applicants with Doctorate prespred; Master a degree minimum. Industrial experience a plus. Re-

spanishilities: This full-time teaching rost-ilon will include teaching organic chamistry and quantitative analysis. Since SMC is a non-research oriented community college, the teaching ability of the candidate will be a primary consideration. Salary range: \$22,000-\$12,000 for the scademic year, de-pending upon education and experience. Starting there: Pall Samester, 1992. Send letter of application, features, and names of three references by May 13, 1992 to: Dr. Sciences, Southwestern Michigan College, 58900 Cherry Grove Road, Downglan, Michigan 49947, SMC Is an BOE, Title IX, Section 394 Employer.

Chemistry: Faculty Associate in Chemistry. 522,000/year. Requirements: Ph.D. in
Electrochamistry and one year's research
experience in semiconductor analysis and
supervising graduate students in electrochemistry lab and at least one year's expeciance, which may be accounted, in the
following techniques: A Countries, in the
following techniques: A Countries of Specfroscopy; Electrochemical Quartz Crystel
accountries, X-ray Photoelectron
SperCountries of Spectroscopy; and Voltammetry Coulometry, and a

tenure-track position in Special Education, beginning August 1992. Rank: assistant or associate professor. Qualified applicants will have an earned doctorate in special education, instructional experience with students with disabilities, intorest in curriculum develop ment and program improvement, and scholar achievement or demonstrated potential for it. Expertise in one or more of the following is desirable: transition, collaborative efforts with general education, language development, and academic curriculum and

Lynchburg College offers both undergraduate and graduate programs leading to teacher certification and master's degree sequences in many areas, including Learning and Behavior (LD/ED), Severe Disabilities, and Early Childhood Special Education. The College values good teaching, commitment to students, and professional or scholarly interests. Salary and benefits are competitive. Review of credentials will begin in late April and continue until an appoint ment is made. Please send a vita and references to Dr. Ed Polloway; Chair, Search Committee, School of Education and Human Development, Lynchburg College, 1501 Lakeside Drive, Lynchburg, VA 24501-3199. Lynchburg College is a private, coeducational, liberal arts institution of 2,300 undergraduate and graduate students, alfiliated with the Christian Church (Disciples of Christ), a liberal Protestant denomination Lynchburg is a metropolitan community of 150,000 persons located near the Blue Ridge Mountains, 3 1/2 hours southwest of Washington, DC. The city has a diversified economic base, excellent public

recreation. Five colleges enhance its cultural life. Lynchburg College strongly encourages applications in mambers of minority groups.

schools, a mild climate, and many opportunities to

Ethnic Studies Faculty Position UNIVERSITY OF HAWAI'I AT MANOA

ASSISTANT PROFESSOR, Littrite Studies Program, position number 84790. Full-time, tenure-track, effective August 1, 1992. Dubies feed courses in 1) Introduction to Ethnic Studies; 2) History and Contemposy Conditions of Filiptras in Hawat's and America; 3) Social Movements and Ethnic Identity in Hawat's 4) Journigration to Hawat's Participate in Program work including advising and community service.

Minimum Qualifications: Ph.D in social sciences or humanities conditionent to and knowledge of interdisciplinary studies; knowledge of and experience in working with Hawat's multilethnic communities, especially Epino; experience teaching ethnic studies.

Destrable Qualifications: Knowledge of undergraduate curriculum experience in undergraduate advising; knowledge of Filipino language(s).

Minimum Annual Salarus \$34,644. Send letter of application, curriculum.

Minimum Annual Salary: \$34,644. Send letter of application, omicibe vitae, and three letters of reference to Personnel Committee. Ethnic Sada Program, East-West Road 4, Room 4-D, University of Hawafi at Mano. Honolulu, Hawafi 96822. Women and minorities encouraged to apply. Coling date: May 6, 1992.

AN EQUAL OPPORTUNITY EMPLOYER

demonstrated publication record with rapera in referred journals in which applicant is at least co-outhor. Dutles: Conduct independent rosearch in anticonductor electrosynthesis, characterization and photoelectrochemistry; electrochemist methods of modifying and passivating crystals such as mercury cadmium telluride: flow methods for the fabrication and analyses of semiconductor thin tims. Develop new methodology for the fabrication of semiconductors. Assist in supervision of graduate students in the electrochemistry laboratory. Application: Apply at the Tagas Employment Commission, Arillagton, Texas, or send resumt to the Texas Employment Commission, Arillagton, Texas, or send resumt to the Texas Employment Commission, TRC Building, Austin, Texas 78778, Job Order \$6687348. Ad naid to see Equations. sion, IRC Building, Austin, Texas 78778, Job Order #5687348. Ad paid by an Equal Employment Opportunity Employer.

Employment Opnortunity Employer.

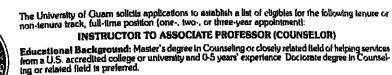
Chemistry/Environmental: An environmental analysis company is seeking an Analysical Facilities problems, repaired participation and malysis company is seeking an Analysical facilities problems and proceedings of organic pollutants using Gas Chromatography (Electron Capture Detector). Cas Chromatography/Mass Spectrometry. Liquid Chromatography/Mass Spectrometry. Liquid Chromatography/Mass spectrometry. Liquid Chromatography/Mass spectrometry. Liquid Chromatography/Mass interpretation, method development, and other rebased analysical techniques. The candidate will be involved in analysis, detailed report preparation and training and properties of the candidate must have a Ph.D. in Chemistry with experience in Ph.

Chemistry/Research: Analytical Chemist Salary \$21,736 per year, 40 hours provide Carry out research to develop methods the determination of thinnine and individual retaining the president of the salary out of the salary and urbidimeters in such a way as a vide high quality, limely feed countries vide high quality surface for countries of the computer-controlled equipment for many computer-controlled equipment of physical facilities problems. Preme per for presentation at professional archings. Requires Bachelor of Scince a long. Requires Bachelor of Scince and Chemistry, and I year's related engineer. Chemistry, and I year's related engineer. On research in Engage Purification in Chemistry, Apply at the Taxas Bengian ment Commission. Bryan, Texas or spin ment Commission. Bryan, Texas or spin feature to the Texas Employment Completes to the Texas Employment Completes of the Complete of the Completes of the Comp

content to diversity within its community.

Communication: Suffolk University, Boston, Massachuseits, Department of Communication and Journalism, seeks Assistant Professor to direct nationally competitive individual events team and teach courses in public relations, organizational communication and human resource development. Graduate revel teaching experience preferred. Earned doctorate required. Salairy segotiable. Send 3 letters of recommendation and professional vita by May 15. Department of Communication and Journalism. Suffect University, 8 Asburton Cheer, Boston, Massachuseits 02103. Suffilia University is an equal opportunity employer.

BULLETIN BOARD: Positions available



UNIVERSITY OF GUAM

Instructor: \$31,152-\$45,371 Per Academic Year Assisiant Professor \$33,634-\$49,770 Per Academic Year Associate Professor \$38,529-\$58,144 Per Academic Year (Salary will be commensurate with qualifications and experience.)

Completed application forms, up-to-date résumé or curriculum vitae, official graduate degree transcripts (sent directly from awarding institution/s), unofficial copies of undergraduate degree transcripts, three confidential letters of recommendation (sent directly from person recommending) or placement file should be sent to: University of Guam. Anthony M. Artero, Co-Chair, Instructor to Associate Professor (Counselor) Search Committee, c/o Personnel Services, UOG Station, Mangilao, Guam 96923. Application Deadline: May 29, 1992. For more information, call Personnel Services at (671) 734-9109 or 734-9535, or call Dr. John Rider toll free at 1-800-821-9233. EEO/AAE.

University of Guam is an Equal Opportunity, Affirmative Action Educator and Employer, and in this spirit welcomes inquiries from all qualified persons, including women and minorities.

EXTENDED SEARCH

Southern Illinois University at Carbondale

College of Education Department of Vocational Education Studies

Applications and nominations are invited for a Visiting Assistant Professor position to begin August 1, 1992. The position serves in the delivery of the on-site Baccalaureate Degree Program in Vocational Education Studies offered at Great Lakes Naval Training Center, Great Lakes, Illinois.

fered at Great Lakes Naval Training Center, Creat Lakes, Hintons.

Applicants having doctorates in vocational education, training and development, or appropriate instructional systems design specialities are preferred. Applicants having doctorates in closely related fields with undergraduate or graduate concentrations in vocational education or training and development will be considered, but at the rank of Lecture. Additional applicant requirements include vocational work/vocational or technical training experiences and experiences in college teaching, student requirement and maintenance, and coordination and delivery of vocational or education training and development programs.

Application Deadline: June 1, 1992. Applicants should mall a letter of application, a curriculum vitae, and arrange for three letters of recommendation. Application materials and requests for complete position announcements should be directed to:

Dr. John S. Washburn, Chair SIUC/Department of Vocational Education Studies Pulliam Hall Room 212 Carbondale, IL 62901 SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

Florida Community
College at Jacksonville

PROFESSOR OF INSTRUMENTAL MUSIC

Minimum Qualifications: Master's degree with a graduate major in music.

Minimum of eighteen graduate semester hours.

Responsibilities/Dutles: Direct Jazz ensemble(s) and jazz appreciation, music theory and music history. Teach applied principal saxophone and secondary clarinet/flute. Assist with symphonic band and Spring theatre musical

Salary: \$26,790-\$29,299 dependent upon experience and degree. To assure full consideration by the screening committee, you must submit FCCI application, résumé, and copies of transcripts. Screening begins May 25, 1992. Position open until filled.

Apply To: Florida Community College at Jacksonville, Human Resources Department, 501 W. State Street, Jacksonville, Ft. 32202; (904) 632-3160. An Equal Opportunity College, FCCJ Maintains a Drug Free/Smoke Free Instrument

bet evel. Preferred Qualifications: Significant teaching experience in a secondary school program for students with exceptional condemic ability, previous experience in interactive television instruction, active television instruction, active television. A letter of application, a current vita, three current letters of recommendation, and official transcripts of a scademic work should be forwarded to: Dr. Phil Borders, Superintendent/Director of University Schools. The Indiana Acade of University Schools. The Indiana Acade of Program and Temple, and Especial Control of University Schools. The Indiana Acade of University Schools. The Indiana Acade of University Schools, and Especial Control of University Schools.

Ecolorn Kentucky University is an Affirmative Action Equal Opportunity player. Employment eligibility verifica on required, immigration Reform and Control Act of 1986. CENTROL PRINCE MENTERS MINISTERS EN PERSONA PER LA PERSONA PERSONA

KENTUCKY

UNIVERSITY

Physical Education/

Wellness Specialist

Assistant Professor, tenure-

Assistant Professor, Tenure-track, begins August 15, 1992. Teach graduate and under-graduate courses in the physi-cal education majors program including the supervision of stu-dent practicums and internships in the creat of wellness

in the area of wellness.

Doctoral degree and ACSM certification preferred.
Successful teaching experience with demonstrated potential for scholarly achievement. Salary:

commensurate with experience and qualifications. Letter of

application, resume, and three letters of reference by May 15, 1992, to Dr. Lonnie Davis,

Physical Education Search Committee, Weaver 202,

Eastern Kentucky University Richmond, KY 40475-3134.

tion, resume, and three

ALEXANDER & BALDWIN, Inc. **CHAIR IN BUSINESS**

HAWAII PACIFIC UNIVERSITY

Hawaii Pacific University, one of America's fastest growing independent universities, announces the search for the second recipient of the Alexander & Baldwin, Inc. Distinguished Professor of Business. The Chair, established in 1991 by one of America's oldest corporations, will be redesignated for the 1993-1994

The University enrolls over 6,400 full- and part-time students in 3 graduate programs and in undergraduate programs with 30 majors. The M.B.A. program is the largest in the state and is experiencing rapid growth.

Since it is the intention of the donor to enhance the existing instruction at Hawaii Pacific University, preference will be given to a new faculty member in business who brings needed teaching skills to the School of Business Administration. The faculty member holding the Chair must have an earned Ph.D. or D.B.A. in business administration, or one of its allied fields, including computer science, finance, economics, marketing, or accounting.

Candidates may apply directly to the Graduate Dean by submitting a current vita and a letter supporting the application for the Chair. Supporting documents may beincluded listing education, professional accomplishments, evidence of teaching excellence and publications.

Candidates may also be nominated by other faculty members, administrators, or members of the business community.

The holder of the Chair may, from time to time, be asked to represent the University before business, civic, academic, and other public groups. The holder is expected to participate in all relevant University and departmental activities and to demonstrate continued excellence as an educator. The expected teaching load is negotiable, but would likely include at least three courses a semester.

Salary range: Negotiable, based on experience.

Applications and nominations are due by July 1, 1992 and should be sent to:



Dr. Warren Wee Dean for Graduate Studies Hawaii Pacific University 1164 Bishop Street, Suite 123 Honolulu, Hawaii 96813

State University of New York COLLEGE OF TECHNOLOGY AT ALFRED

FACULTY POSITIONS Anticipated Openings Fall, 1992

Alfred State College, a residential polytechnic college in the State University of New York system, offers associate degrees in forty fields. Located in Allegamy County, approximately 75 miles south of Rochester, New York, the College has an enrothment of 1,600 full time and 300 part time students. Close personal ties between students and faculty are characteristic of the College, With emphasis on science and technology programs, the College has five scademic schools: Agriculture and Allied Health, Business Technologies, Engineering Technologies, Liberal Studies, and Vocational Technologies.

nologies.

Faculty positions in the following academic areas are anticipated for Fall, 1992. Each of these positions requires a demonstrated commitment to superior teaching, these positions requires a demonstrated commitment to superior teaching. Montendre Manufecturing Engineering Manufecturing Engineering Mathematics Mechanical Rogiseering Technology

Academic Skills Development Accounting Automotive Technology (Vocational) Biology
Building Trades (Vocational)
Business Administration
Chemistry
Civil Regineering Technology
Computer Information Systems
Drafting/CAD (Vocational)
Electronic Technologies (Vocation

Qualifications: Master's degree in field of specialization required for all faculty posi-tions, except vocational; prior teaching experience desirable. Deadline: Positions will remain open until filled; however, applications prior to May 7, 1992 are encouraged.

Applications: Send a letter of application and résumé to: Director of Personnel Alfred State College is an Equal Opportunity, Affirmative Action Employer.

Dr. Phil Borders, Superintendent/Director of University Schools, The Indiana Acade-my for Science, Mathematics, and Humanius, Ball State University, Muncie, Indiana 47306. Applications will be received until May 13, 1992. Ball State University is an English Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community. Communication Suffolk University, Boston, Missanchusoita, Department of Contantication and journalism, seeks Assistant Professor to direct nationally competitive individual events team and teach communication and journalism, seeks Assistant Professor to direct nationally competitive individual events team and teach communication and individual events team and teach communication and individual events team and teach communication and solvents to the continuous development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program development of the Program, One hour of release time will be given for indial program devel tions History and Theory, Video Produc-tion, Journalism, Position available August 1, 1992. Review of applications from April 27 until position is alled. Seed application letter, vita, transcript(s), and three letters of recommendation to: James W. Hoomas, Chair, Division of Fine Arts, Mars Hill Col-lege, Mars Hill, North Carolina 2874, AAI EOE. Minorities and women are encour-saged to apply. Deadline for applications is May 15, 1992.

Communications: Mars Hill College, a Baptiat-related liberal arts college located in the Blue Ridge Mountains of North Carolins, announces a permanent ten-monity position in an interdisciplinary major in Communications and Public Relations; aslary, rank, tenure-track negotiable based on qualifications. Master's degree required; doctorate/ABD preferred. Some college-level teaching and/or professional experience desirable. Responsibilities: coordinate program; advise majors; piace/uper/vise interps; teach courses in following areas (depending upon background)—Speech, Communications.

Communications / Video; Lenpir Rhyne
Codlege invites applications and nominations for a team-their faculty position in
Communications/Video production at the
Assistant Professor rank to begin August
15, 1992. Successful candidate must be able
to teach courses in mass media (introductory, media law, and media impact), devel-

op/tesch video production and video direction, and supervise student radio station. College teaching experience required. Broadcast or radiofologiston production experience desired. Ph.D. preferred. ABD with commercial experience considered. Rank and salary depondent upon oducation and experience levels. L. protr-Rhyas College is the 101-teer old liberal arts college of the North Carolina Sydod of the Evanglical Lutherun Church in America. The College is moderately selective in admissions, highly studen-oriented, and financially state. Compus-wide epithusiasm and high morate art the radio of land traditions of stademic excellence, new commitments to student and faculty development and an expanded innorr program. Lenoir Rhyan enrolls approximately letto students in both

alty Employer.

Computer Information Systems: CIS Instructor, Division of Business and CIS. Pull-time, tenure-track. Master a degree in Computer Science with at least 18 graduate hours in CIS/Computer Science courses; knowledge of business applications, CO-BOL. PASIC. PASCAL, and detabase concepts is mandatory and must be substantisted by college transcripts showing work completed in there areas. Three years' work experience as a programmer, systems smalysi, DP Manager; or college hatrucior (in business applications programming) is preferred. In addition to technical expertise in the computer field, must be able to computer field, must be able to computer the assertion and control and standards and again classes when required. Salery: \$24,29-330,900 nine months (dependent on desire and experience). Availability: August 24, 1997. Application and document deadline: May 11, 1992. Interested application and control and only placement appares to Personacel Office, Laredo Junior College, west End Washingson Street, Laredo, Texas 76040; 112771-5138. Laredo Junior College is an Equal Opportubily Employer and compiles with the lantistration Reform and Control Act of 1986.

Claremont McKenna College and Scripps College, Claremont, California, One year joint appointment beginning in August of 1992. Assistant Profassor. Ph.D. proferred. Five or six courses for the year. ACS/ACC open but applicents must be well grounded in the history of philosophy and prepared to teach introduction to Philosophy, Logic, and Ethics. To be assured of consideration, sond complete dossler (including letters of reference and evidence of teaching ability) by April 20 to Profossor John K. Roth, Claremont McKenna College. 850 Columbia Avenue, Claremont, CA 91711 or to Professor Dion Scott-Kakures, Deparlment of Philosophy, Scripps College, Claremont, CA 91711. Claremont McKenna College and Scripps College are Equal Opportunity, Affirmative Action Employers and seek women and minority candidates.

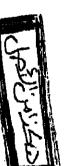
PHILOSOPHY

traditional and non-traditional student programs. The College is located in Hickory. North Carolina, a strongly supportive community with outstanding cultural and intellectual opportunities in the bemulital western Plesiment resion of the atate. Please send tetter of application, vitae, graduate transcripts and three letters of reference to Dr. Robert L. Smiller, Vice President and Dean for Agademic Affairs, Box 7429, Lepoir-Rhyne College, Hickory, North Carolina 28603. Applications will be received through June 1, 1992 or usuil the position is filled. Lepoir-Rhyne is an Equal Opportunity Employer. Computer Science: Systems Analyst/Applications Coordinator. Full-lime, twelve-month professional position requiring minimum of Bachelor of Science in Computer Science or Managomeni Information Systems plus three years of relevant professional experience. Muster's degree in Computer Science or Managoment Information Systems plus one vear of relevant professional experience preferred. Requires experience implementing large-scale computer applications using a relational database management system to a multi-user environment plus strong technical, interperson. er applications
management system in a multi-user environment plus strong technical, interpersonal, and organizational skills. Prefer direct
experience in higher education. Salary
\$28,008.5988 dependent upon qualifications plus excellent benefit package. Apply
by May 15, 1992 to Personnel Officer, Central Wyoming College, 2650 Peck Avenue,
blearion. Wyoming \$2501; (307) 835-9291;

Computer Science: Full-tirus, tenure-track position in computer science beginning full 1992, at Converse College, Spartabura, South Carolins, Position is at the instructor/assistant professor level. Ph.D. is preferred, but master's in computer science considered, Doctorate required for eventual tenure. Successivi candidate must demonstrate excellence in classroom and possess strong communication skills. Daties include teaching all levels of undergraduate computer science courses, some mathematics or physics courses, some mathematics or physics courses, advising computer science englors, and restructuring computer science curriculum, Submit carriculum vitae, three letters of recommendation, and official transprints by May 15, 1992 to; Dr. James A. Hymas, Chair, Search Committee, Department of Mathematics, Computer Science and Physics, Converse College, 380 Bast Main Street, Spartsachura, South Carolina 29302-806.

从收益。





CLARK ATLANTA UNIVERSITY School of Education

The School of Education at Clark Atlanta University provides programs of educational study at both the undergraduate and graduate levels. Applications are now being invited for the following positions: DEPARTMENT OF COUNSELING AND HUMAN DEVELOPMENT

Chair—Doctorale degree required in Counselor Education or Counseling Psychology as well as experience as a school counselor and teaching at the university level. Must have evidence of scholarly productivity and research and academic leadership ability.

Assistant/Associate Professor (1 position)—Doctorate degree required in Counselor Education or Counseling Psychology and experience as a school counselor. Responsibilities include teaching graduate courses in counseling education, thesis and dissertation advisement, and conducting research and scholarly activities.

DEPARTMENT OF EDUCATIONAL LEADERSHIP

Assistant/Associate Professor (I position)—Doctorate degree required in Educational Administration, experience in public school teaching and administration. Responsibilities include teaching graduate courses in educational leadership, organizational behavior, school and school system administration and supervision of instruction, thesis and dissertation advisement, and conducting research and scholarly activities. DEPARTMENT OF CURRICULUM

Assistant/Associate Professor, (1 position) Early Childhood Education—Ductorate degree required in Early Childhood Education with a specialty in cognilive development and learning, evidence of scholarly productivity and research, esperience as an early childhood teacher and evidence of academic leadership. Responsibilities include teaching undergraduate and graduate courses in methods of teaching, curriculum planning and advising undergraduate and graduate students.

Assistant/Associate Professor, Mathematics Education (1 position)— Dectorate degree required in Mathematics Education and experience in public school teaching. A knowledge of and experience with computers in teaching desirable. Responsibilities include teaching undergraduate and graduate course in mathematics education, student advisement and conducting research and scholarly activities.

Assistant/Associate Professor, Physical Education (2 positions)—Doctorate degree required in Health and/or P.E., established record of research, publication, and/or grant activity, university teaching experience and/or work experience in Urban sellings. Responsibilities include teaching undergraduate activity courses in Health and P.E. Emphasis in the area of Exercise Science/Fitness preferred.

DEPARTMENT OF EXCEPTIONAL STUDENT EDUCATION Assistant/Associate Professor (I position)—Doctorate degree required in Special Education with extensive preparation in MENTAL RETARDATION, experience in teaching mentally handicapped students and evidence of significant contributions in research, teaching and service. A special focus at the early childhood level is preferred. Responsibilities include teaching and advising graduate students, conducting research on the education and treatment of mentally retarded children and adolescents and developing and supervising practicum experiences.

Assistant/Associate Professor (I mention)—Doctorate decrease required in

Assistant/Associate Professor (1 position)—Doctorate degree required in Special Education with extensive preparation in the area of LEARNING DISABILITIES. Evidence of scholarly activities and research in Special Education, teaching and service. Two or more years of teaching experience with handicapped students preferred. Responsibilities include touching graduate courses, advising students and developing and supervising practicum experiences.

All positions are tenure track and available immediately. Experience in writing grants and proposals destrable. Rank and salary based on qualifications. Experience in multicultural education helpful. Submit a letter of application, curriculum vitae, and the names of three references. Search will remain open until positions are filled.

Office of the Doon School of Education Clark Atlanta University James P. Brawley Drive at Fair Street, S.W. Allania, Georgia 30314

Clark Atlanta University is an Equal Opportunity, Affirmative Action Employer.

EASTERN KENTUCKY UNIVERSITY



Department of Anthropology, Sociology and Social Work

Eastern Kenlucky University, Department of Anthropology, Sociology, and Social Work, invites applications for a tenure-track position in Anthropology beginning Fall 1992, starting date August 15, 1992. Primary teaching research interest in archeology. Teaching responsibilities include four courses/semester: industrial societies around the world and upper division area and topical courses. Specialization is open, but North American preferred. Required: Ph.D. in Anthropology. Will consider ABD. Review of application will begin June 16, 1992. Eastern Kentucky University is an equal apportunity, affirmative action employer located in Richmond, Kentucky. Provide current vita, list of three references, and transcripts, copies acceptable. Contact Steven Savage, Department of Anthropology, Sociology, and Social Work, Koith 223, EKU, Richmond, KY 40475-3119.

Employment eligibility verification recuired, Immigration Reform and Control Act of 1984

Computer Science: James Madison Upiversity. Department of Computer Science. Ituman/Computer interfacing. Applications are invited for a terrure-track position put the assistant or associate professee level in Computer Science. Candidates should inve a Ph.D. in Computer Science or a closely related area. Commitment to excelence in teaching is essential. Preference will be given to applicate with applications with applications or in yisupalization of information. Responsibilities include developing a curriculum in human/computer interfacing, teaching is credits ner year all both the graduate and undergraduate levels, and rescords. Computive science are to fill a order advantage of the professes and telephone numbers of three references to: Dr. John R. Fatrield, Chair, Search Committee iffel, Office of the Pro-



CHAIR for Department of Parent/Child Nursing **EAST CAROLINA UNIVERSITY** Greenville, NC

Applications and nominations are invited for the position of Chair of the Department of ParentiChild Nursing at East Carolina University School of Nursing. This NLN-accredited school is located in an academic health sciences

Qualified applicant must hold a master's degree in nursing and a doctorate in nursing or a related discipline; at least one graduate degree must be in the area of maternal-child nursing. Candidate must be eligible for licensure in North Carolina.

Demonstrated teaching excellence, significant scholarly research and publications, and leadership capabilities sufficient to merit an appointment as an associate or full professor are required. Prior administrative experience is desirable. Salary is competitive and commensurate with professional background

The Chair will be expected to provide leadership for administration of undergrad and grad programs in Parent/Child Nursing, for faculty recruitment, for curriculum planning and evaluation, and for faculty development. Review of applications is ongoing and will continue until the position is filled. Send letter of application, vita, and names of three references to Dr. Judy Bernhardt, Chair, PCN Search Committee, School of Nursing, East Carolina University, Greenville, North Carolina 27858-4353; telephone (919) 757-4323, FAX (919) 757-4300. AA/EOE.

LAKELAND COLLEGE

P. O. Box 359 Sheboygan, WI 53082-0359 (414) 565-1290

Lakeland College, a career-oriented, liberal arts college related to the United Church of Christ, Invites applications for the following full-time, tenure-track openings for Fall, 1992:

Computer Science—one Assistant position to teach undergraduate computer science courses including COBOL and other business-rolated courses. Knowledge of Pascal and C desirable. M.A. required. Ph.D.

History—one Assistant position with a generalist emphasis to teach World Civilization and selected departmental topics in history along with participation in interdisciplinary coursework. Ph.D. required. Sociology—one Assistant position to teach undergraduate sociology/social welfare courses. Preparation and enthusiasm for intendisciplinary coursework is essential. Ph.D. required.

Commitment to undergraduate teaching/advising and enthusiasm for interaction with other liberal arts faculty are important requisites for all positions. Salary and rank dependent upon qualifications. Send one page cover letter which includes reasons for wanting to teach at a small, rural, liberal arts college and current résumé with names of three references by May 4, 1992 to: Keith G. Striggow, Dean of the College, Lakeland College, P. O. Box 359, Sheboygan, WI 53082-0359. Women and minorities are especially encouraged to apply.

College of the Atlantic Bar Harbor, Maine 04609

Search Continued

College of the Atlantic is seeking a teaching faculty member in the blolugical sciences who will have as a corollary duty, the Directorship of a small natural history museum.

College of the Atlantic is a small, selective private college founded in 1969, which offers a unique BA in Human Ecology. The College is located on Mount Desert Island, adjacent to Acadia National Park. The curriculum addresses environmental and social issues with interdisciplinary programs in environmental science, art and design, and human studies. A Ph.D. is required, Possible preferred teaching specialities include: ecology, natural history, geology/biogeography, international environmental affairs, or field research methods, as is administrative experience in natural history museums.

This is a ten or twelve month appointment to be filled by September 1, 1992. Send letter of application and résumé by May 15th to:

Faculty Search Committee College of the Atlantic 105 Eden Street Bar Harbor, ME 04609 An AA/EEO Employer

picarioos are invited for a tenure-irack position at the assistant or concluder Science. Candidates sitton at the assistant or science. Candidates should have a Ph.D. in Computer Science or a closely rolated area or have significant industrial experience in software project management. Commitment to excellence in teaching it essential. Preference will be given to application software Ensirement in large scale computer systems applications, or information systems applications, or information systems applications. Responsibilities inchide develoring a curriculum in software supports system application. Responsibilities inchide develoring a curriculum in software registering, itenting is circulum in software registering, itenting is circulum in software supports of the product o

for a position as associate a polications for a position as associate or full professor to begin on or about July 1, 1992. Duties will include developing a core curriculum in knowledge engineering, teaching and conducting research in expert systems applications, and designing courses in compater science and the management of technology. Candidates should have a Fh. D. in science, engineering, educational technology or knowledge.

AUSTIN COMMUNITY COLLEGE

Austin Community College is a two-year comprehensive community roles located in the Capital Area of Texas. The College is fully accreditely be Southern Association of College's and Schools and enrolls more than 5,50 students. The College maintains an "open duor" admissions policy. Applications are invited for the position of:

Physical Therapist Assistant Instructor

Responsibilities: Responsible for didactic and clinical instruction and leave of stortents caroliced in the PTA Program; development of instructional net rials; maintenance of laboratory, test construction, records-keeping extuder the supervision of the PTA Department Head. Will participate a college-wide activities, serve on committees and fulfill other responsibles as outlined in the Full-time Faculty Handbook.

Qualifications: B.S./B.A. in Physical Therapy or Education, Curent Iron Physical Therapy License or eligible for Texas Physical Therapy License or eligible for Texas Physical Therapy with the Education desired, 3-5 years full-time (face experience. Teaching experience (classroom or clinical) desired. Ability plan and implement instruction of PTA students in classroom and classic environments; ability to relate harmoniously with persons on a valey of levels (students, clinicians, P.T. staff, general public).

Salary: Subject to placement based on education and experience. J# 039211

A complete application and resume inust be received no later than 12 Nov. May 1, 1992. All materials should be submitted to the Office of Personal Services, Austin Community College, 5930 Middle Fiskville Road, Amm. Yexas 78752.

NOTE: Austin Community College does not accept employment applications or related correspondence via telecopy. EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER MINORITIES ARE ENCOURAGED TO APPLY

SOCIOLOGIST

Humanities and Social Sciences

Emerson College seeks a sociologist, PhD or equivalent, for an extended tenure track search until May 22, 1992. Applicants should have an interest in the Communicative Arts and Sciences (Mass Communication, Speech Communication, Performing Arts) along with the areas of demographics, cultural trends and change forecasting. Basic duties include teaching of Principles courses in the course in t a required, general education curriculum along with specially courses in Sociology. Opportunity for interdisciplinary contact seal able. Assistant or associate level will be available depending of qualifications, experience and achievements. This position offers

To apply, please send a letter of application, vita and a list of three references by May 22, 1992 to: Dr. Henry Stonle, Chak, Division of Humanities and Social Sciences, Emerson Collega Boston, MA 02118. We are an Equal Opportunity/Affirmative Action Employer. Women and Minorities are encouraged to apply

EMERSON COLLEGE

Tenure-Track Positions in Statistics at The University of Texas at San Antonio

The Division of Mathematics, Computer Science, and Statistics antidpates on tenure-track position at the assistant professor level in Statistics, begining August, 1992. Although applicants in all areas of statistics will be considered, preference will be given to those candidates whose research areas are in linear models, blostatistics, or inference. Applicants should have the Ph.D. degree in Statistics or a related area and should demonstrate strong potential for experience in research and teaching. Responsibilities include research, teaching direction of graduate students, and contribution to program development.

San Antonic, Texas is a scenic, and rapidly growing city with a rich cultural diversity. UTSA is the only public university in the city of San Antonic, and serves a metropolitan population of approximately one million people. The university is viewed by the community as an important asset in the sconomic development of the area.

Applicants should submit a curriculum vitae and arrange to have at least third mendation sent to:

Professor Shair Ahmad, Director
Division of Mathematics, Computer Science, and Statistics
The University of Texas at San Antonio
San Antonio, Texas 78249-0601
E-mail: math@ringer.sa.utexas.edu

The closing date for receipt of applications for these positions is May 1, 1992. UTSA is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

UNIVERSITY OF GUAM DIVISION OF MATHEMATICAL SCIENCES

The University of Guam solicits applications to establish a list of eligibles for the following non lenure track, full-time position (one-, two-, or three-year appointment): INSTRUCTOR TO ASSOCIATE PROFESSOR (COMPUTER SCIENCE) Applications will be accepted until the position is filled and review of applications will begin on May 20, 1992.

20, 1992.

Candidates with an earned Ph.D. in computer science will be given preference. Candidates must have at least a Master's Degree in Computer Science with teaching experience at the tertiary level. The successful candidate must have a strong commitment to quality teaching of both students in mathematics and computer science, and a demonstrated interest in the implementation of a degree program in computer science. Applicant must be a U.S. ditzen or permanent resident prior to employment. This status is necessary for both tenure or non-tenure track appointments. Rank and salary will be commensurate with qualifications and experience application forms and other information may be directed to the Personnel Services Division, U.O.G. Station, Mangilao, Guam 96923. Send completed application form, updated resume or curriculum vitae, official graduate transcripts (sent directly from awarding institution/s), copies of undergraduate transcripts and three letters of reference or placement file to: University of Guam, Prof. Tower Chen, Chair, Computer Science Search Committee, to Personnel Services Division, U.O.G. Station, Mangilao, Guam 96923. For more information, call (671) 734-9109/9535 or call Dr. John Rider toil tree at 1-800-821-9233.

UOG is an equal opportunity, affirmative action employer.

TENNESSEE STATE UNIVERSITY College of Arts and Sciences

FACULTY POSITIONS

The College of Arts and Sciences at Tennossee State University announce the following tenure-track and temporary positions for Fall 1992. Candidates should have a doctorate degree in the field of study, or ABD, and have the ability to teach effectively and engage in research and public

All positions are 9-month contracts with possible extra teaching pay for the

Biology: Microbial Ecology/Microbiology, Ph.D. (tennre-track). Chemistry: Analytical, Ph.D. (tenure-track). Geography: Ph.D. or ABD, Physical and Regional (temporary).

History Asian, African, Latin American, or Preservation, Ph.D. or ABD Political Sciences Ph.D., ABD, Urban Planning, and International Rela-

Music Doctorate in Music (tenure-track). Applications Bobby L. Lovett, Deun College of Arts and Sciences Tonnessee State University Nashville, Tennessee 37209-1561

Review of applications will begin May 15, 1992.

St. John's University • Jamaica, New York DEPARTMENT OF THEOLOGY AND RELIGIOUS STUDIES

St. John's University seeks to fill an undergraduate tenure track position in the department of Theology and Religious Studies, effective September 1992. We are looking for the optimum combination of the following strengths: a record of ublication, demonstrated teaching excellence, a strong ackground in Roman Catholic theology and a commitmen to foster the academic and Catholic atmosphere of the University. The candidate must have a terminal degree in heology, preferably in the area of systematics. Rank and salary will be commensurate with credentials. St. John's Iniversity is a Vincentian sponsored Roman Catholic institution of more than 19,000 students. Priority will be given to applications received prior to May 15. Interviews will begin immediately. Send vita and references to: Rev. John Freund, C.M.

Department of Theology and Religious Studies St. John's University. Jamaica, New York 11439

St. John's University is an equal opportunity employer M/F

ctive priority consideration. To apply:
Seaf cover letter, returned, names, addresses and steleplane numbers of four reforesca who have knowledge of qualificaloss to: Professor Density and qualificaloss to: Professor Density and qualificaloss to: Professor Density and Profess cost to: Professor Dennis Hyart, Law Li-mina. University of Oregon School of Lev. 1101 Klucald Avepas, Eugene, Orc-gon 97403. The University of Oregon is an EO/AA nashintion committed to cultural diversity.

Counseling: Counselor/Education Specialist (anticipated). TRIO grant-funded, half-tist, beneficed, ten-to-elevan-month post-tion dependent upon funding. Requires matters degree in counseling and guid-note, social work, psychology, colucation or related field plus at least one year of experience in community coolers setting among low monthly college setting smong low ground, underschievers and/or top-traditional aquients, Prefer applicants with experience in dealing with ethnic and sandeput: education issues with Najiwe American students; experience in dealing with ethnic and continuation with substitute; and knowledge of computer operations and procedure for deast collection. Salary \$10,853-16,200 plus axcellent professional benefit package. Contact Personnal Officer. Centul Wyoming College, 2500 Peck Avenue, in Wyoming College, 2500 Peck Avenue, by application deadline of May 22, 1992;

Counseling: Counselor, EOPS/Care Program: College of the Desert, a community college, located in Paim Desert, a community learning processing, chartering processing, chartering, rehabilitation counseling, clinical psychology, suldance counseling, educational counseling, social work, career development, or California license in marriage, family and child counseling (LMFCC) or possession of a valid California Community College credential authorizing service in Counseling or the equivalent, required. Application deadline: May 20, 1992, Apply to Personnel Office: (619) 773-2529; fax (619) 773-5877.

St. John's

UNIVERSITY

Counseling Northeast Missouri State University announces the opening of the Counseling Center and invites applications for all of the Counseling Center and invites applications for all counselings. Responsibilities include abort-term individual and group counseling, outreach programming, crisis intervention and consultation. Qualifications: Minimum of matter's degree in counseling and experience with college-age population required; expertise in one or more of the following areas: substance abuse, sexuality and relationships, sexual

UNIVERSITY

Health Education Visiting Assistant Professor

Position renewable annually to maximum of three years with possibility of becoming tenure track. Effective date of August 15, 1992. Position involves providing leadership in development of health education opment of health education programs; teaching graduate and undergraduate courses in the department; and assisting the faculty in meeting department, college, and university goals. Doctoral degree preferred. Must demonstrate potential for scholarly and creative achievement. Salary: ative achievement. Salary: commensurate with experience and qualifications. Letter o and qualitications. Letter of application, resume, and three letters of reference by May 15, 1992 to Dr. Donald Calitri, Chair, Department of Health Education, Alumni Coliseum Room 128, Eastern Kentucky University, Richmond, KY 40475-3103.

Affirmative Action Equal Opportunity
Employer, Employment eligibility verification required, Immigration Reform and
Cantrol Act of 1986.

FLORIDA INTERNATIONAL UNIVERSITY **College of Education**

FIU invites applications for tenure-corning positions effective August, 1992. FIU, a member of the State University System of Florida, is a comprehensive university that offers baccalaureate, master's and idealizable programs through its nine colleges and schools. U.S. News and World Report has ranked FIU as one of the ten best comprehensive universities in the south.

The College of Education has a dual mission, to prepare component and creative professionals to both serve and lead existing learning environments; and to address the social, economic, and political conditions that restrict educational opportunities in an urban multicultural/international environment. Responsibilities are teaching, student that it is a social professional and the second prof advising, research and service.

Elementary Mathematics Education: Assistant/Associate — Onetorate required. To aching experience at the elementary and university levels desired. Knowledge of NCTM Standards. Duties include undergraduate and graduate elementary math education advising students, active in research, publishing and professional organizations. Secondary Mathematics Education: Assistant/Associate—Ph.D. or Ed.D. in mathematics education required. Experience in the use of computers in mathematics education is preferred. Teaching experience in secondary valued mathematics is required along with a strong background in mathematics. Responsibilities: tracking undergraduate and graduate level mathematics education courses, advisement, professional service and contemporary research in mathematics and graduate level mathematics education courses, advisement, professional service and contemporary research in mathematics and a single

Therapeutic Recreation: Assistant/Associate/Professor—Lained doctorate. Professorial preparation, experience in Therapeutic Recreation, and NCTRC rentile ation required. Demonstrated record of funded research and or bolarly productivity highly desirable. Responsibilities include research and or bolarly activity, student advisement, under-

Health, Physical Education, and Recreation: Assistant/Associate/Professor—Declarate in spirits medicine or related field, evidence of research. University level teaching is preferred. Responsibilities in the area of athletic framing sports medicine. To teach undergraduate and graduate courses in athletic training, sports medicine, to teach undergraduate and graduate courses in athletic training, sports medicine, kinesiology, and methods and conficulum in litness instruction. To conduct research and seek extraminal funding, server on committees, advise students and provide professional service to a multicultural constitution.

committees, arivise students and provide professional service to a multicultural community.

Health, Physical Education, and Recreation: Assistant/Associated/indessor—Discorate in Perlugogy or related field; previous teaching expertence at the public school and university levels; evidence or research. Especied to each undergraduate and graduate courses in elementary, middle school or secondary physical education. Furniculum, analysis and observation and related fields. Conduct research and seek extramunationaling, server on committees, advise students, and provide professional service to a multicultural community.

TESOL: Assistant/Associate—Earned doctorate. Minimum two years' college level teaching and experience/research in TESOL. Responsible for teaching undergraduate class in ML, coordinatum of program, and ossisting all departments to infuse multicultural education in all undergraduate and graduate courses.

Multicultural Education: Assistant/Associate—Earned doctorate. Responsible for teaching undergraduate classes in Multicultural Education, coordination of all professors teaching in the area, and assisting with the intusion of multicultural education in all undergraduate and graduate courses.

Notational Industrial Education in all undergraduate and graduate courses.

Vocational Industrial Education: Associate/Professor—Earned ductorate in Vocational Education with three years of teaching experience in high school or post-secondary vocational industrial education programs. Expertise in areas of vocational special needs, bilingual vocational education, career education, vocational student organizations, acquisition of contracts and grants. Responsibilities include teaching undergraduate and graduate courses; working with non-degree vocational teachers in urban, multicultural, bilingual settings, and working with school district and community college vocational personnel.

Educational Psychology/Community Mental Health Counseling: Assistant/Associate—Ph.D. in Counseling Psychology or related area: Evidence of effective teaching in higher education. Commitment to research and grantsmaship. Eligible for licensure in mental health counseling. Multicultural hackground desirable. Duties include program development, grantsmanship, teaching, and supervision of student interns.

Educational Psychology: Associate/Professor—Ph.D. or Ed.D. in Educational Psychology or related field. Evidence of effective teaching in higher education, research productivity and experience guiling doctoral dissertations, multicultural background desirable. Leadership in coordinating and teaching in the undergraduate and graduate program in educational psychology and doctoral dissertations with opportunities in program development. Educational Psychology/School Psychology: Assistant/Associate—Ph.D. or Ed.D. in Educational Psychology or

program in educational psychology and doctoral dissertations with opportunities in program development.

Educational Psychology/School Psychology: Assistant/Associate—Ph.O. or Ed.D. in Educational Psychology or related field, with experience and academic training in school psychology, multicultural, bilingual experience destrable. Leadership in the development of a bilingual/multicultural training model in the Educational Specialist program in School Psychology and teaching in the areas of multicultural assessment and consultation and educational psychology.

Application deadline is May 14, 1992. Submit letter of application and curriculum vitae to:

I. Ira Goldenberg Dean, College of Education Florida international Universit University Park Campus D.M. 256 Miami, Florida 33199

FIU is an Affirmative Action, Equal Access, Equal Opportunity Employer.

Mathematics and Computer Science

Union University is seeking two (2) individuals to teach undergraduate mathematics and computer science, beginning fall 1992. Qualification for mathematics is the Ph.D.; for computer science a doctorate in the discipline or in a closely related field is desired. Rank and salary are negotiable. Union is affiliated with the Tennessee Baptist Convention. Interested persons should contact: James Baggett, Dean, College of Arts and Sciences, Union University, Jackson, TN 38305, or call (901) 668-1818.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

Genius-Level Physics, Chemistry, or Biology Instructors Are you a recent science master's or Ph.D. graduate with strong teaching or T.A.

experience in core undergraduate sciences coursework? Have you incredible teaching ability and superlative interest in your specialty? If so, you may be interested in Hyperlearning. We are an educational services company adjacent to the campuses of U.C. San Diego, U.C. Irvine, and U.C. Los Angeles. A A position of key responsibility with management potential in an expanding educa-

tional services company located near major universities. The opportunity to work with a team of equally talented and dedicated educators committed to full-time curricular improvement, including C.A.I./multimedia.

Freedom to teach and continually modify your courses in the manner that you see fit.

The satisfaction of teaching U.C.-caliber attidents with minimal grading duties in

A starting salary (35-42K/amum, plus performance bonuses) that immediately rewards your outstanding teaching abilities. You can be earning a base salary of close to SOK/yr within two years of employment in our organization We believe no other career educational opportunity today has the potential to provide as

much satisfaction and reward to the unity gifted sciences instructor. If appropriately qualified only, please call us at 1-800-462-6266, (Oant-10pm, P.S.T. for further details. **All yper lear in 19** (800) 462-6266

assault or eating disorders. Candidates supervise interes in our APA accredited

must also possess a strong commitment to the development and welfare of students. Nine-month appointment with competitive salary/benefit; starties min-husses 1992, Send application letter, vita, three letters of reference and official transcripts to: Clydia A. Case, Ph.D., Counsellan Scoler Director, 101 McClain Hall, Northeast Missouri State University, Kirksylle, Missouri 63301. Review of applications will begin April 22, 1992 and will continue until position is filled. MMSU is an Earsal Opportunity Employer. Women and minorities are encouraged to apply.

supervise in which is the control of the control of



UNIVERSITY OF GUAM



Solano Community College is a single-campus institution serving over 12,000 students and another 6,000 people enroll in the non-credit offerings annually. The college is centrally located in Northern California and located just off Interstate 80 (east/west freeway) approximately midway between the cities of Sacramento and San Francisco.

Responsibilities: Provide instruction in associate degree nursing program and teach nursing fundamentals, medical-surgical nursing theory, and clinical skills.

> Salary: \$31,681 - \$48,024 Dependent on education and experience.

Benefits: College-paid medical, dental, and vision plans; life insurance for employee.

> Starting Date: 8/14/92 Dondline to submit materials: May 15, 1992 at 3:00p.m.

For information and application materials contact: Solario Community College 4000 Suisun Valley Road Suisun, CA 94585, 707/864-7128

EQUAL OPPORTUNITY/AFF IRMATIVE ACTION EMPLOYER AND ENCOURAGES MINORITIES AND WOMEN TO AFFLY

والمارية والمراز وخصاره والأناف أفاق والمراوعة المرازع والبران والمرازع والمرازع والمرازع والمرازع

TENNESSEE STATE UNIVERSITY College of Arts and Sciences

Head

Department of Biological Sciences

Qualifications: Five years of college teaching, Ph.D. degree in blology. The candidate must have demonstrated good skills in communication, organization, and human relations. The candidate should have a record in research, public service, grants, and effective teaching. The candidate should have a background of working effectively with students and faculty members in a multi-stunic onvironment including racial minority students and others.

Tenure-track, 9-month position, with extra pay possible for summer teaching and administration.

Review begins May 30, 1992. Send letter of application, vita, and 2 letters of reference to:

Bobby L. Lovett, Dean College of Arts and Sciences Tennessee State University Nasbville, Tennessee 37209-1501 615-320-3497

والمنازات والمنازات والمناز والمنازع والمنازية والمناز والمناز والمناز والمناز والمناز والمنازون والمنازو



SPU is an evangelical Christian university in the Wesleyan tradition, serving more than 3,300 undergraduate and graduate students in the liberal arts and professions. The University seeks faith-affirming, Christian applicants who are committed to its mission and lifestyle expectations.

ASSISTANT PROFESSOR OF SOCIOLOGY

SPU is seeking qualified applicants for the tenure-track position of assistant professor of sociology. Qualifications: Ph.D. in sociology with primary competence in marriage and family, sociology of religion, deviance-crime and race and ethnic. Other areas of competence will be considered. Candidate should demonstrate commitment to excellence in teaching, advising, scholarly research and publication. Responsibilities: Regular nine-month load of approximately 33 quarter credits; share in academic advising of sociology majors. Salary range: \$30,000-\$33,200.

Position closes June 1, 1992. Women and minorities are encouraged to apply. Starting date: September 1, 1992. Send inquiries to: Martin Abbott, Dean, School of Social and Behavioral Sciences, Seattle Pacific University, Seattle, WA 98119 or call (206) 281-2165.

Counseling/Clinical Psychology: The Georgia institute of Technology Counseling Center seeks applicants for a permanent full-time (12-month) counseling permanent full-time (12-month) full-time (12-mo

research/studies; (h.) Consultation, referral and involvement with students, faculty analyst administration, (d) develop and conduct mychocoducalization activities for members of the Georgia Tech community. Salary is commettive and feas a full benefits package. Send application, résumé and three references to Russell Tervillier. Ph.D., Georgia Institute of Technology, Coungeling Center, Atlanta, Georgia 30313-0245, Raview of profications will benish May 15, 1992 and will confine until the position in the position of the conduction of the comments of the conduction of the conduction

Counteling Psychology: Tenure-track posi-tion, Barned doctorate in counseling psy-chology or related field. Rank open, Fost-tion begins September 1, 1992. Experience (3-5 years) offering direct counseling and psychological services to clients. Back-ground at an AAMFT secredited program is desirable. Responsibilities would involve teaching master's level courses in theory

Waynesburg, Pennsylvania

WAYNESBURG COLLEGE

Waynesburg College is located in Waynesburg. Pennsylvania, approximately 50 miles south of Pittsburgh. The College is accredited by the Middle States Association of Colleges and Schools and serves approximately 1,250 students. The candidate should be committed to the mission and purpose of church-related higher education. Applications will be accepted until the positions are filled. The reviewing process will begin May 15, 1932. Applicants should submit a letter of interest and current résumé along with the names, addresses, and telephone numbers of three references to the Personnel Office, Waynesburg College, Waynesburg, PA 15370. AAE/EOE.

INSTRUCTOR/ASSISTANT PROFESSOR OF EDUCATION: This is a nine-month appointment, renewable contract, beginning August, 1992. Responsibilities include providing instruction in the following areas: Curriculum and Methods in Elementary Education, Language Arts, Foundations of Education, and Educational Psychology, Supervision of elementary student teachers. Master's and prior teaching experience in elementary and/or middle school required. Solary negotiable based upon academic and experiential qualifications of the applicant.

FULL-TIME NURSING FACULTY:
The Department of Nursing of Waynesburg College is seeking applicants for the position of full-time faculty to begin teaching Fall, 1892 semester. Master's Degree in Nursing required. Doctorate preferred and previous teaching experience in a BSN program is highly desirable. Salary negotiable based upon academic and experiential qualifications of the applicant.



Faculty Positions in Business Administration

LeTourneau University, a nondenominational, evangelical Christian University invites applications for two positions in Business Administration. One is for a position at the Dallas campus in the MillA program which is offered through the LeTourneau Education for Adult Professionels program. The MBA curriculum is an accelerated degree program offered to working sdults on the main campus and in Dallas. Responsibilities will include teaching in the MBA program. The second position is for a faculty position in economics or business management for the undergraduate traditional program in Longview. Taxas. An earned Ph.D. or D.B.A. and college leaching experience is required. Experience in business desirable. LeTourneau University seeks trained professionals who possess a maturing Christian faith and are committed to the mission of an evengelical, residential. Christian university. The starting date is August 15, 1992. Send nominations or resumes to Dr. Glonn Summil, Vico Prosident for Academic Affairs, Post Office Box 7001. LeTourneau University, Longview. Texes 75007-7001. Applicants who are divident for academic Affairs post Office Box 7001. LeTourneau University are considered without regard to race, age, sax, handicapping condition, or national origin.



CASTLETON STATE COLLEGE Nursing Faculty Vacancy

Pull-time tenure track faculty position to teach Med/Surg in the Associate Degree Nursing Program beginning August, 1992. Rank and salary are based on degrees and experience according to a negotiated contract. Qualifications: Master's degree in Nursing required: applicants must either possess or be qualified for a Vermont ficense and have recent clinical experience in area of instruction. Successful candidate will be a dynamic nurse-educator capable of working closely and effectively with both students and faculty. Responsibilities: Lecture Med/Surg content to sophomore level students. Clinical supervision and evaluation of sophomore students. Student advising and departmental meetings assigned. Screening of applications will begin after April 25, 1992, and will continue until position is filled. Serd letter of application, copy of transcripts, résumé, and names, addresses and denic Dean, Castleton State College, Castleton, VT 05735.

Castleton State College is an Affirmative Action, Equal Opportunity Employer.

mate, affordable housing, and leisure activities ranging from community theatre to hundragilating to terrativized. Interested applicants should forward leiter and curriculum vitae including names and telephone numbers of three references by June 1, 1992 to: William Drasolo, Ph.D.; Chair, Search Committee, Department of Psychology and Sociology, Georgia Southwestern Collego, Americus, Georgia 11709; (912) 928-1308. If selected for an interview, aradinate and undergraduate transcripts would also be required, Women and informative and the selection of the selectio

Counselor Education: Assistant/Associate Professor, tenure track, to teach school and community counseling in established Master's program. Dulgs arey include introduction, Middleuliural, Developmental, Marriago/Fanily, and Practica. Barned dectorate in Counselor Education or Conselling from regionally accredited institution regulard. NCC and School Certification proferred. Strong ABD considered but retention dependent upon dectorate. Sum-

and techniques of counselins, MFT, as well as practicum aupervision. Some undergraduate teachins. Workins with the Rosabyan Carter insultute for Human Development a possibility. Salary and benesias are competitive. Southwestern is a sender and of the University System of Georgia, located in America, Georgia, a town of 25,000, 120 miles south of Alanta, offering a mild climate, afferdable housing, and leture active. is an equal opportunity of the contract of the

Counselor Education: Search re-opened. Assistant Professor; Counselor Education. Applicants must hold a doctorate in Connactor Relation of the Country of th

ROY H. PARK SCHOOL OF COMMUNICATIONS

The Cinema and Photography Department of the Roy H. Pat School of Communications at Ithoca College seeks candidate for tenure-cligible position in screenwriting/narrative film cities, perinning August 15, 1992.

The successful candidate will teach screenwriting as well as a range of courses in film criticism and other specialty courses in film was

Ph.D. or active ABD in film or related discipline preferred MFA will be considered with exceptional background in film childin. Successful teaching and scholarly and/or professional writing highly desirable. Rank: Assistant Professor.

Applicants should forward a vita, statement of interest including areas of teaching, samples of scholarly and/or creative writing, and names and telephone numbers of three references to: Marcelle Pecot, Chair, Screenwriting/Narrative Film Criticism Search Committee, Department of Cinema and Photography, Rhaca College, libra, NY 14850; (607) 274-3242.

Screening will begin immediately and continue until position is

Ithaca College is an independent, residential, comprehensive of lege with an undergraduate enrollment of approximately 6,400 sedents. It is located in the Finger Lakes Region of central New York.

lthaca College is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

Faculty INSTRUCTIONAL TECHNOLOGY

The University of Illinois at Chicago is seeking applications for a man-tional technology faculty position in the Department of Pharmscy ha-tice. Rank and salary are negotiable and commensurate with espensa and qualifications. Responsibilities will include collaboration with phmacy practice faculty to develop computer-assisted instructions making to complement the therapeutic and practice-based components of the Pharm. D. curriculum. This individual will also be asked to evaluate a suggest ways in which the newer instructional technologies may be used the curriculum.

Applicants should possess and earned M.S. or Ph.D. degree in education closely related fields with an emphasis in instructional design. There five years' experience working in the development of computer-assist instructional materials are required. Rackground in health profession education is preferred. Interested individuals should submit a least of iterest, a curriculum vitae, and the numes of three references to

Nancy E. Kawaliara, Pharm.D., M.S.Ed. University of Illinois at Chicago Department of Pharmacy Practice (M/C 886) 833 South Wood Street Chicago, Illinois 60612

The University of Illinois is an Equal Opportunity.



CHAIRPERSON Social Sciences

Ferrum College seeks a chair for its Social Sciences Division of the full-time faculty. Degree programs offered in education, physical advication, psychology, recreetion and social work. The chair teaches of classes per year and oversees the division curriculum, budget and personnel. Nine-month contract with possibility of summer session teaching. Candidates must hold doctorate in psychology or education with mester's degree in the other field. Evidence of quality teaching and scholarship and demonstrated administrative leadership.

Ferrum is a liberal arts college of 1,200 students committed to sustaining a closely knit community of learning. It is localed in the Sue Ridge foothills, thirty-five miles south of Roanoke, Virginia.

Send letter of the Sustaining of Sustaining and Sustaining and Sustaining Send letter, résumé, and names of references to Chair, Social 86-ence, Ferrum College, Ferrum, Virginia 24088, by May 8, 1982 EOE

Criminal justice: Criminal Justice in a liberal arts context: Mount Mercy College announces a tomore-track, full-lime Criminal Justice faculty position, beginning September, 1932 with the flexibility of filling the position on a temporary basis. Teaching responsibilities include a variety of introductory and upper level criminal justice courses in both day and evening schedule. Preferred areas of specialization are potice behavior, law enforcement, and community relations. Minimum requirements: doctors degree; ABD will be considered. College level teaching experience in preferred. Send letter of application, résumé, and same of three references to: William Montgomery, Chalpperson, Criminal Justice Department, Mount Mercy College, 1330 Richard Drive N.H., Cedar Rapids, lows 53402. Applications will be considered as they are received, Mount Mercy College is an independent, four-year, coeducational lastitution which offers a career-oriented liberal sris education to a student body of over 1,500. EEO/AA.

Curriculum Developniemi/Social Stefer
Law: Educational Trainer, Educational
Trainer needed for statewide law-claid
education non-stroft organization, that
have five to seven years of teaching copie
nece and atrong orientation in county at
methodology. Social studies capital is
history, government or law posteries is
history, government or law posteries is
history government or law posteries is
history government or law posteries is
necessaries and curriculum design is a particulum
and curriculum design is a particulum
apponsibility will be designing season and
insus and acting as key trainer. Signou
insus and acting as key trainer. Signou
cover letter to: Ohio Center for Law Rele
cover letter

BULLETIN BOARD: Positions available

...a Tradition of Values! ...the Challenge of Excellence! . the Vision of Puture!

Join our successful team as we expand our offerings to include bachelor's degrees in nursing, public administration and professional studies. If you have a doctorate, an appropriate license, and experience in teaching at the collegiate level, you may possess the qualifications we require. Those with master's degrees and considerable experience or bachelor's degrees in OT will be considered. The following positions are available:

Deaf Interpreter Training Instructor
History/International Instructor
Medical Laboratory Technology Instructor
Natural Science Instructor
Nursing (ADN) Instructor - Med Surg
Nursing (ADN) Instructor - Med Surg
Nursing (ADN) Instructor - Psychiatric
Nursing (ADN) Department Chair
Nursing (RN TO BSN) Instructor - Community Health
Nursing (RN to BSN) Instructor - All Areas
Nursing (RN to BSN) Department Chairperson
Occupational Therapy Assisting Instructor
Public Administration Department Chair
Psychology Instructor - Applied Areas
Theology & Philosophy Instructor - Catholic Systematic
Application review will begin on May 15, 1992

For More Information, write to: Vice President for Academic Affairs C/O Mrs. Kathy Musselman

Mo U NT

COLLEGE Spontared by the Sisters of Mercy

University of Wisconsin-Milwaukee

Faculty-Community Leadership Development (Search Extended)

full-time, annual (12-month) faculty prisition in the Center for Urban Community Devel opment, Division of Outreach and Continuing Education Extension working directly with minority and culturally diverse propulations in the area of community leadership develop test Primary responsibility to develop educational programs and research projects relating to business. Community leadership, economic development, and capacity building abone community or agent activity.

among community organizations.

Qualifications: Doctorate required tABD considered in Adult Education, Urban Studies, Economics, or related social science field, plus three years' related experience. Demonstrated ability to develop and coordinate educational programs as well as teach on a credit or non-credit basis. Clear understanding of the current issues facing urban communities and ability to address these needs through education programs and research activities are executal Special consideration given to three with experise in leadership training, well as the programs and recommunity and facilitating economic and community development initiatives by private, non-profit, and community-based partnerships.

2ank and Salary: Based on qualifications. Applications: Send cover letter with résumé plus three letters of recommendation to Ms. Angel Johnson, Program Assistant, Search and Science Committee, DY ICEs, University of Wisconsin-Milwaukee, P. O. Box 411, Milwaukee, VV 5 5201, Applications must be potmarked by May 15, 1992. Starting date: open. For more information, call (414) 227-

UWA is an Equal Opportunity. Affirmative Action Employer. UW-System is required to release within two days of request after the desatiline for receipt of nominations and application, a combined list of all candidates without differentiation.

WHITWORTH COLLEGE

Assistant or Associate Professor Physical Education & Athletics Opening - Fall 1992

RESPONSIBILITIES: Serve as professor of Physical Education with a component of inter-cologiste coaching (Women's Volteyball).

PUALIFICATIONS Academic preparation in the field of physical education, with a specialty in pedago-sy. Master's degree required; doctorate desirable.

Demonstrated ability as an effective collegiate teacher and enthusiasm for excellence in teaching.

In teaching.

Successful experience as a collegiate level coach preferred.

A personal commitment to the Christian faith and to the integration of faith and

TO APPLY: Please submit (1) lettor of interest, (2) résumé/vita, (3) names, addresses, and telephone numbers for three references, to:

Physical Education Search Committee
Office of Human Resources
Whitworth College • Spokene, WA 99251-0103 APPLICATION DEADLINE; May 15, 1992.

Whitworth College strongly encourages women, persons of color, and persons with physical limitations to apply. Whitworth College reservos the right to extend the search proceedings beyond those dates identified in order to assemble an adequate number of qualified epolicants.

decare majors, and to students continuing their study of dance as an artistic expression. This is a learner-track position. Salary and task will depend upon training and on-perione. Send resume, references, and transcripts to Dr. James Class, Head, Department of Performing Aris, Huntingdon College, Montpomery, Alabama 36106-4128. AA/EOE.

Oental Hygienes Teaching position, full-ing, insure track, academic year. Denial Hydiosa program at the University of Alas-tas Anchorage. Salary depending on experi-sion and academic propagation. Responsi-bilities: Teach didactic, pre-clinical and clinical courses. Team teaching and coordi-sation of denial lysines. Assist with pro-community projects. Qualifications: Alas-tan licensity projects. Qualifications: Alas-tan iconstruction of clinibility for Alastan li-censure through Western Regional Exam Goard, certification to administer local an-ctitions. Bachelor's degree in Denial Hy-dese Education or related area. Proficien-cy in clinical denial hysiene and clinical

practice experience. Dental bysiene teaching experience preferred. Application procedure: Submit letter of application, carriculum vitae, and three letters of reference to: Personnel Services, University of Alaska Anchorase, 1890, University Lake Drive, Anchorase, Alaska 9908; telephone (907, 786-4608, Review of applicants will begin May 1, 1992 and continue until the position is filled. UAA is an AA/RO Employer and Education Institution, Must be ellaptic for employment under the Insmisration Reform and Control Act of 1986.

gration Reform and Control Act of Preciopment/Governmental Relations: The Oklahoma Independent College Foundation and the Oklahoma Association of Independent Colleges and Universities seek a person with established reputation and test to state and regional governmental and philamthropic castites to head up its efforts as President of the sister organizations. This individual manages the office operations, conducts ongoing fund raising with foundations and corporations, and is a visible presence in Oklahoma State Governdent

DIVISION CHAIRS

Two vacancies in Math/Computer Science/Business and Drama/ Art/Music/Foreign Languages. Minimum of a master's degree in one of the above fields plus community college teaching experi-ence required. Minimum 12-month salery: \$40,437.

BIOLOGY INSTRUCTOR Master's degree with 18 gradu-ate semester house in Biological Sciences required. Minimum 168 day salany: \$23,974. Please submit letter and résume to Human Resources Depart-ment by May 11. Falm Beach Community College, 4200 Con-gress Avenue, Lake Worth, FL 33461.

An EEO/AA Employer

The University of Guarn solicits applications to establish a list of eligibles for the following non-tenure or tenure track, full-time position (one-, two-, or three-year appointment):

ASSISTANT TO ASSOCIATE PROFESSOR (ELEMENTARY EDUCATION) ASSISTANT TO ASSOCIATE PROFESSOR (ELEMENTARY EDUCATION)

Area Elementary Education—Graduate and University held Based, Unit Approach (I profition) Areas of teaching would be in methods of aircid studies, language arts, fine arts, main science, reading and graduate contics in the charactry child and elementary subjects. Required: Earned terminal degree in education (i.e., Ph.D. or Ed.D.) with significant experience in subjects. Required: Earned terminal degree in education (i.e., Ph.D. or Ed.D.) with significant experience in early education, Experience in K-12 secting area of experience. Applicants with an ABD may be considered if degree will be conferred by 1793 and have training in elementary education pedagogy and significant experience in elementary teaching.

Salary: Assistant Professor \$39,300-\$59,307 Per Academia. Year

Associate Professor \$39,300-\$59,307 Per Academia. Year

Send curriculum vitae, all intelligical copies of undergraduate transcripts, official graduate transcripts (sent directly from respective colleges/universities), and three confidential letters of recommendation or placement file for University of Guain, the Personnel Services Division, UOG Station, Mangilao, Guain 9002. Deadline Applications should be postuarked no later than September 15, 1992 for January 1993 hire. Note: Applications, nominations, and requests will be held in absolute confidence. For more information, call (617) 7.34-91019-535 or Dr. John Rider toll free at 1-490-821-9233.

University of Guain of an Equal Opportunity. Affirmative Action I ducator and Employer, and in this spirit welcomes organize from

University of Guam wan Equal Opportunity, Affirmative Action I ducator and Employer, and in this spirit welcomes organics from all qualified persons, including women and nunorines

TEXAS CHRISTIAN UNIVERSITY SCHOOL OF EDUCATION

Search Extended

SPECIAL EDUCATION: Principal of Starpoint School, a university-owned primary school of forty students who have difficulty learning in traditional settings. Responsibilities include teaching special education courses in the School of Education and overseeing Starpoint program. Doctorate in special education preferred. Experience in K-12 schools required, Incerest in research and Professional Development Schools, Individuals with the appropriate credentials will be considered for a tenure track appointment as Assistant Professor in the School of Education.

sistant Professor in the School of Education.

Texas Christian University is an independent institution that emphasizes the teacher-scholar faculty model. The University enrolls 6,500 students in seven colleges and schools. Approximately 600 students are pursuing degrees or certification in the School of Education. The University does not discriminate on the basis of creed, age, sex, race, color, handicap, ethnic or national origin. Salaries are compentive and complemented by an attractive fringe benefit package. The pusition is for fall, 1992. Screening of applicants begins immediately and will continue until the position is filled. Send letter of application, curriculum viace, a list of four references to Search Committee, Office of the Dean, School of Education, TCU, Fort Worth, Texas 76129.

TCU is an EEOIAA Employer

CLARK ATLANTA UNIVERSITY School of Library and Information Studies

Clark Atlanta University, created july 1, 1988, is a predominately African American, private, urban, coeducational institution of undergraduate, graduate and professional education. Clark Atlanta University Inherits the historical missions and achievements of its two parent institutions, Atlanta University and Clark College.

University and Clark College.

ASSISTANT PROFESSOR: Responsible for developing and teaching courses in comparative international librarianship; must be knowledgeable about library automation, computer technology and telecommunications; must be knowledgeable about a range of software and computer programming appropriate to information acquisition, organization, storage and retrieval. Additional ability to teach or conduct research in either government publications or the literature of science and technology highly desirable. Earned doctorate required. Evidence of potential for productive scholarship expected.

Position available for Fall, 1992, but the search will remain open until the vacancy is filled. Salary commensurate with rank, experience and scholar-ship. Send letter of application, the names of three references and a curriculum vitae to:

e to:
Charles D. Churchwell, Dean
School of Library and Information Studies
Clark Arianta University
223 James P. Brawley Drive at Fair Street
Atlanta, Georgia 30314

Clark Atlanta University is an Equal Opportunity Employer

ment acting on behalt of the state's independent colleges and universities. A graduate degree, earned doctorate pyreferred, and minimum of four years' experience at management level in planning and operating fund-minions campaigns required, Salary is negotiable depending on experience. To negotiable depending on experience. To neply for the position, send letter of application and vita materials by May 4, 1992 to: callon and vita materials by May 4, 1992 to: callon and vita materials by May 4, 1992 to: callon and vita materials by May 4, 1992 to: quited minimum of three years). Evidence of soccessful college instruction and schol-ry activation of successful college instruction and schol-ry particular degrees of soccessful college instruction and schol-ry particular degrees of the sent schole degrees of the schole degrees of the sent schole

Early Childhood Education: School of Lib-eral Arts and Education, Hampton Univer-

dan, Suite 101, Ottanoma City, Statustary, College Instruction and schot-arity of previous applications for the position of the previous applications for the position of the previous applications for the position of previous applications for the position of previous applications for the position of previous applications for the position, responsibility for the goaling, previous application and strength of the college and previous application, with overall responsibility for the college, entire Development program, administrations, fairs, church relations, communications, fairs, church relations, on the programma and experience of the programma available, etc. in addition to the Director, the Dévet opment staff includes the commitment to and shifty to articulate in the commitment of the programma and experience. Application procedures; and thereoprofessional latters of gradients and faith orientation of limition college, as a Meanonte church-related institution and shifty to articulate in the commitment of a shifty to articulate in the commitment of the programma and experience. Application procedures; for application, resum faint experience of limiting and the experience of the programma and experience. Application procedures, for a spirit and the programma and experience, and the procedures of the programma and experience. Application procedures in the commitment to and shifty to articulate in the commitment of an experience of the programma and experience. Application procedures, for a spirit, and three professional latters of reflect of gradients and undergraduate transcription in the coordination and track application. Procedures, for a spirit program, and faith orientat

GETTYSBURG

English

Gettysburg College seeks applications for a one (possibly two) year appointment in English for a Seventeenth Century specialist able to teach courses in Jacobean drama. Milton, and early seventeenth century poetry as well as composition and survey courses. Ph.D. preferred, but ABD's considered. Gettysburg College, a highly selective liberal arts college located an hour and one-half from the Baltimore/Washington area, has a deep commitment to undergraduate education. We are an Affirmative Action, Equal Opportunity Employer; women and minorities are encouraged to apply. Candidates should submit (by mail or FAX) an application letter and or reference forwarded as soon as possible to: Robert S. c.v. by April 30, and nave letters of reference forwarded as soon as possible to: Robert S. Fredrickson, Chair, Department of English, Gettysburg College, Gettysburg, PA 17325; Telephone: (717) 337-8755 or PAX: (717) 337-8667.

CHEMEKETA COMMUNITY COLLEGE

Applications are being accepted by Chemeketa Community College in Salem, Oregon for faculty positions which will be available effective September 1992 in the following subject areas:

Adult Besic Education, Chemistry/Physics, Composition/Literature, Criminal Justice, Dental Assisting, General Biology/Anatomy/Physiology, Mathematica, Nursing, Physics, Public Speaking/Composition. Qualifications will vary depending upon the position. For a detailed job announcement and application form, call (503) 399-5009 between the hours of 7:30 a.m. and 4:30 p.m. PDT.

All applications must be received by 4:30 p.m. on May 1, 1992 or post-marked on that same date. Chemaketa Community College, Personnel & Affirmative Action, P. O. Box 14007, Salem, OR 97309.

UNIVERSITY OF ARKANSAS AT PINE BLUFF (UAPB)

School of Business and Management

The School of Business and Management luss openings in accounting, MIS, finance, management, and marketing. The filling of these positions in contingent upon approval of funding. It is expected that at least three of these positions will be funded and will be available for August, 1992. Rank and salary are commensurate with qualifications. Ph.D.'s and DBA's are preferred. ABD's will be considered.

UAPB is a vital and growing part of the University of Arkansas system. It is at a strategic stage of development. We invite you to become a part of this dynamic university. Send your resumé and application to Dr. John Fluker, Interim Dean, School of Business and Management, P. O. Box 4125, Pine Bluff, Arkansas 71601. UAPB is an Equal Opportunity Employer.

Early Childhood/Flementary Education: Assistent Professor in Early Childhood or Elementary Education. University of South
Carolins, Sumter. Contingent on funding.
Ph.D. and a minimum of two years' public
teaching experience preferred. Preference
sives to applications received by May 15;
1992. Send vits, transcripts and three toitern of recommendation to: Dr. Robert B,
Castleborry, Chairperson, Division of Humanifest, Social Sciences and Education,
USC Sumter, 200 Milley Road, Sumter,
South Carolina 29150. USC Sumter is an
Affirmative Action, Equal Opportunity
Employer.

ins, educational psychology, accial studies methods, and coordination of studeol services to be covered by both positions. Qualifications: Dectorate, earned or near compicition, significant elementary or secondary achool experience, collaborative achool based research, and commitment to Christian higher education. Valopsalso University is a Lutherna church-related institution of 3700 undergraduate and graduate students located 50 miles southeast of Chicago. Submit letter of intent, vita, and names of three references to: Dr. Genad Specithard, Education Department, Valopsalso University, Valopsalso, Indiana 46383; phone 219-464-350. Review of applicants will besin komediately and will continue until positions are filled. AA/EOR.

noj.



1. . .

OUINNIPIAC (COLLEGE

SCHOOL OF BUSINESS

Quinnipiac College is located on an idyllic 160-acre campus in Hamden, Connecticut, a suburb of New Haven, a half hour from Hartford, one and a half hours

from New York City and two hours from Boston. The mission of the College is to provide excellent educational programs in a student-oriented community. Enrollment is increasing and is currently 2,400 full-time undergraduates (primarily

The School of Business is one of four schools in the College, and offers programs

The School of Business is one of four schools in the College, and offers programs to over 1,000 students (including 250 part-time MBAs) in departments of Accounting, Computer Science, Economics, Finance, Management, Marketing, International Business, Entrepreneurship and the Quinnipiac Polling Institute. There are 34 full-time faculty; a new building for the School is expected to be completed

NEW POSITIONS

Candidates for these positions should have a PhD or DBA from an ac-

MBA PROGRAM DIRECTOR: Responsible for newly-designed MBA program. Applicants must have qualifications for faculty rank, preferably in Accounting, Information Systems, Operations Management or Business Policy.

Experience in a similar position or in a management development position in industry helpful. Additional qualifications include the ability to work with diverse

constituencies and experience in program development and marketing. Position

MARKETING (Rank Open): Preference will be given to candidates with interests in Industrial Marketing, Sales Management or Retailing; business and executive education experience helpful. Applicants for the earlier position will be automatically considered. Appointment will be made at a level commen-

Applications with curriculum vitae and the names of at least three references will be reviewed beginning April 15, 1992, and will continue until the positions are filled. Material should be forwarded to: Dr. Roger A. Strang, Dean, School of Business, Quinniplac College, Hamden, CT 06518; or Fax #: (203)

281-8664. We are an equal opportunity, affirmative action employer. Minority

surate with qualifications and experience. Position available Fall, 1992.

credited university. The salaries and benefits are competitive.

residential) and 1,200 in graduate and continuing education.

by Fall, 1993.

available July 1, 1992.

candidates are encouraged to apply.

Zao Citrus

Citrus Community Coilege District has the following full-time instructor positions available beginning Fall 1992:

Data Processing-Master's Degree Preferred

History-Master's Degree Required

DEADLINE FOR SUBMITTING APPLICATION PACKAGE: MAY 15, 1992

Ms. Jean Malone
Dean of Human Resources
Citrus Community College District
1000 West Foothill Boulevard
Glendora, California 91740-1899

(818) 914-8550 FAX NUMBER (818) 335-3159

All required materials must be received by the deadline date or application will be considered incomplete and not submitted to the screening committee.

daptive Physical Education and Aquatics—Master's Degree Required

-Master's Required—(Position may begin after July 1, 1992)

SCHOOLCRAFT COLLEGE Livonia, MI

SCHOOLCRAFT COLLEGE is a comprehensive public community college. We offer a rich diversity of programs leading to Associate Degrees and Certificates. We have an enrollment of 15,000 full- and part-time students. The College is located on a 183-acre suburble site approximately 25 miles northwest of Detroit in the city of Livonia. The College also operates a major center in Garden City.

DEAN OF INFORMATION SERVICES

Full-time position available July 1, 1992. Meater's degree in informa-tion systems or computer eciance preferred. Bachelor's degree in computer science or equivalent field required. Five years' experience in communication networks, systems and programming. College pro-gramming/date processing systemical a plus. Minimum of three years in an administrative or supervisory capacity with experience with office in an administrative or supervisory capacity with experience with office automation and data base concepts. Responsible for the operation of an information network that involves the integration of voice, data and video, including the operation and administration of the college computer and communications network systems. 1991/92 salery range: \$59,096-\$74,803. Cell (313) 462-4400, ext. 5004 for application. CSmpleted socilization, chauma and transcripts must be presented. Completed application, résumé, and transcripts must be received in the Personnel Office by May 20, 1992.

FULL-TIME FACULTY POSITIONS 1992/93 Academic Year - Reginning August 25, 1992

Computer Information Systems

Computer Information Systems

Mostur's degrae in appropriate discipline with emphasis on UNIX Operating Systems. Natworking and Software Applications. Minimum of two years' experience in teaching computer subjects. Minimum of three years of work experience in a related field. A strong, innovative background in teaching introductory courses is essential. A Notice of Vacancy form, sent upon request, will include a list of eress in which expertise is desirable. The ability to become a member of an administrative/faculty team is an important attribute.

Political Solonce

Master's degree in Political Science required with a minor in any of the Sociel Sciences. Minimum of two years' teaching experience required; community college teaching experience in Political Science preferred. A strong, innovative beokground in teaching introductory American government ocursee is essential; knowledge of computers is desirable. The ability to become a member of an administrative/faculty team is an important attribute.

CAD/Drafting

Moster's degree in Industrial Education or Mechanical Engineering or equivalent required. Work experience in tool or product design required. Experience in computer-sided drefting with experience using Autocad enftware, Release 10 or 11 preferred. The shifty to effectively beach introductory courses is essential. Flexibility and willingness to work in cross-technical areas is essential. The shifty to become a member of an administrative/faculty team is an important ettribute.

FACULTY SALARY RANGES are calculated according to the Faculty

Master's Track: \$27,282-\$50,892 Mester's +30 Track: \$28,844-\$52,461 Ph.O. Track: \$30,010-\$54,016

Please cali (313)482-4400, ext. 5004 for application, Completed application, réaumé, and copies of transcripts must be received in the Personnel Office by May 20, 1992.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

TUFTS UNIVERSITY

Science Education

Tufts University Department of Education seeks a full-time, tenure track ASSISTANT PROFESSOR to begin September, 1992. Strong preference for applicants with earned doctorate; experience in curriculum development, theory, and methods of science education; strong record of or potential for scholarly productivity and grantsmanship; experience in teaching at secondary and college levels. Responsibilities include: science education, curriculum and methods; supervision of student practica; work with schools; program development in science education related to graduate programs in teaching at middle and secondary levels. Send letter, CV, and 3 letters of recommendation by May 8 to: Kathleen Camara, Chairperson, Dept. of Education, Tults, Mediord, MA 02155. Tufts University is an Affirmative Action/Erjual Opportunity Employer, M/F/D/V.

prove the quality of life for chakiren, youth and sublist, providing treining and technical assistance to schools and school districts in strategic improvement and adult professional development processor; and providing teachership in an effort to increase NWREL, business in urban areas. Qualifications include a guester's in a field related to this position; years of demonstrated leadership in consumity, school and/or professional development; 3 years of successful experience in a leadership rule in distressed urban communities, demonstrated readership in developing and providing training and technical assistance; documented success in developing and providing training and technical assistance; documented success in developing new business for an organization; excellent communication and interpersonal skills; ability to work collapsement with a second a letter of application and resume to the Personnel Department, Northwest Regional Leducational Luboratory, 101 S.W. Main Street, Saite 500, Portland, Oregon 97204. Application deadling is 3:00 p.m., May 14, 1992. Postition is available lune 1, 1992.

iducations Responsibilities include teaching courses in educational foundations, methods for middle and tecondary level, and paront education, as well as supervision of student teachers. Doctorate presented. Teaching experience in middle or secondary schools preferred. The candidate should be committed to the integration of Christian faith and sendentic excellence, both in the classroom and in scholarly writers. ins, and should personally support the mis-sion and goals statement of the coffess. Sand lotter of application, vita and three letters of reforence to: Dr. Beth Jernberg, Education Area Chairperson, Sloua Pella College, 1501 South Prairio Avenue, Sloua Palla, South Dakota 57103-1699, To be ga-sured of consideration, apply by May 5, 1992. AA/EOE.

isys. AAMOH.

Stucation School of Education, University of Missouri-Kansas City. Clinical Assignative Missouri-Kansas City. Clinical Assignative Missouri-Kansas City. Clinical Assignation. The School of Education seeks nonficants for the Built-time, non-termine track position, Clinical Assistant Professor and Field Experience Coordinator, Major responsibilities Inchade coordination of early field experience and student teacher placement in an intensively field-based teacher preparation programs, working, effectively with administrators and practicing teachers in participantly schools in a variety of urban and substrains school districts, providing leadership in establishing collaborative relationships with practitionars in actual side, plus some teaching opportunities available,

HISTORY

Franklin Pierce College, an independent four-year undergraduate college located in the picturesque Monadnock region of New Hampshire, invites applications for a position to begin September 1992, at the rank of either Assistant or Associate Professor.

Special interest sought in European History, with experience teaching Middle-East and perhaps other areas of non-Western history. Must have experience or strong interest in developing and delivering interdisciplinary approaches to liberal education. Doctorate required. Review of applications will begin on May 11, 1992, and continue until the

Please submit letter of application, vita, names and telephone numbers of three references and copies of transcripts to the Director of Personnel, Franklin Pierce College, P. O. Box 60, Rindge, New Hampshire 03461-0060.



Franklin Pierce College Rindge, New Hampshire 03461

Frenklin Pierca Coilege is an equal opportunity employer, actively seeking qualified women and minority applicants.



SAM HOUSTON STATE UNIVERSITY Department of General Business and Finance

Assistant/Associate Professor: Sam Houston State University Invites applicants for a tenure-track position at the Assistant or Associate Professor level in Finance for the Dept. of Gen. Bus. and Fin. in the College of Business Administration. Applicants must be available for Fall 1992, and must have a Ph.D. or DBA in finance and college/university toaching experience. Sam Houston State University, with 96 undergraduate, 79 graduate, and one doctoral program, is the 10th largest state-assisted institution of higher education in Texas. The College of Business Administration is one of four distinct colleges, with more than 2,300 majors. Approximately 13,000 students and 450 full- and part-time faculty enjoy the advantages of picturesque Huntsville, Texas (rated as one of the best email cities in America), and close proximity to the Houston Metroplex, 60 miles south of campus. Please send résumé, transcripts, and reference letters to Dr. Lercy Ashorn, Chair, Department of General Business and Finance, College of Business Administration, P. O. Box 2056, Sem Houston State University, Huntsville, Texas 77341. Equal Opportunity, Affirmative Action institution.

WEST VIRGINIA UNIVERSITY SCHOOL OF PHYSICAL EDUCATION

1992-93 Academic Year

The School of Physical Education is seeking applications and nominations for the following positions:

A. Lecturer or Visiting Assistant Professor: Responsible for teaching and pro-viding service to clients in Laboratory. Doctoral degree in Exercise Physiology preferred.

Visiting Assistant and Visiting Assistant or Associate Professor Positions (2 positions): Primary responsibility in undergraduate and graduate programs in Community Health Education and School Health. Dectoral degrae

Applications: Submit résumé, transcripts, and names of three references. Contact: Dr. Kenard McPherson, Health Promotion Division, 277 Coliseum, West Virginia University, Morganiown, WV 26506-6116. Salary: Negotiable

Applications will be accepted until the positions are filled.

Laseli College

Laseli College, an innovative women's college offering associate and bacca-laureate degree programs, announces the following positions: FACULTY — Full-time Business opening for an economics/finance or market-ing/management specialist. Candidate should be capable of teaching general business courses. Terminal degree required, Ph.D. or D.B.A. preferred.

ASSISTANTI/ASSOCIATE DEAN — Pull-time position in Academic Dean's office. Expertise/experience in INNOVATIVE program and curriculum design, including assessment/evaluation of outcomes. Additional responsibilities include faculty evaluations, special projects, and day-to-day operations. Ph.D. or D.B.A. required. Send résumé to: Dr. Cathy L. Livingston Dean of Academic Affairs

Preference will be given to applicants with an earned doctorate, experience in elementary and/or secondary teaching and teacher education, and evidence of a commitment to multicultural education and urban education. Applicants abouts send a letter or application, vin, pames and addresses of three references, and official transcripts to Sorgenius Committee for Clinical Assistant Professor and Field Experience Coordinator, School of Education, University of Missouri-Kanasa Clay, 5100 Rockhill Road, Kanasa City, Missouri 64110-499, Review of applications will beat May 1, 1992, and will continue until the position is filled. The University of Missouri-Kanasa Clay is an equal opportunity employer which encourages applications from industries and women.

Educationi Virsinia Union University invites apolications for an Assistanti/Associate professor in Education. Caudidates must have Pn.D. or Ed.D. in Elementary or Special Education. A minimum of three years' public achool teaching experience at the elementary school level is required. The candidates should also possues scademic administrative experience. Candidates should also possues academic administrative experience. Candidates should and vite and three letters of recommendation by May 13, 1992 to Deborah (Lopdwyn, Division of Rupannites, Virginia, Union University, Richmood, Virginia, Education, Chair, Political Candidates.)

line: May 20, 1992. HOR.

Education: Assistant/Associate Professor of Education: Springfield College (2 positions available). Springfield College, Springfield College, Springfield, Massachusetts, invites applications for two faculty positions in the Education Department. Positions open August 27, 1992. Elementary Education: An earned doctorate or doctorate near completion is required. Candidates must have substantial teaching experience at the elementary level in public achoots and should hold an elementary teaching certificate. Since the College omphasizes teaching, good teaching-learning embods are important, as is the shifty to interact supportively with students. Ability to supervise students and work affectively with cooperating practitioners in Pre-practicum and Practicum placements in public schools is essential. Background in eclance is desirable, as is knowledge of use of computers in instruction. Course instruction will include



Environmental Studies

The Chronicle of Higher Education • April 22, 186

Gettysburg College invites applications to fill a one-year position in Environmental Studies for the 1922-33 academic year. Candidates are to have a Ph.D. in one of the Natural Sciences and will become affiliated with the the Natural Sciences and will become affiliated with the department most closely allied with her/his field of expertise. Hesponsibilities will include teaching one or more courses in Environmental Science and in her/his area of interest. Duties will also include advising of students and directing independent studies. Candidates must show evidence of a broad understanding of must show evidence of a broad understanding of environmental problems and their social and political dimensions. Gettysburg College is rated as a highly selective liberal arts callege and is located one and one half hours from the Washington/Baltimore area, Gettysburg College is an Equal Opportunity. Affirmative Action Employer; women and minorities are encouraged to apply. Submit letter of application, curriculum vitae and three letters of recommendation to A. R. Cavalters, Chair. Search Committee, Gettysburg College, Gettysburg. PA 17325. Review of completed applications will begin as they are received and continue until the position is filled.

SCIENCE SEARCH REOPENED

Bryant Cullege is a 128-year old, independent institution situated on beautiful 320-acre, residential, suburban campus near Providence at less than an hour from Boston. With very competitive admission, the College is expanding its faculty while limiting enrollment, PhD a required as well as evidence of scholarly achievement and spectotaching. Salary and houelits very competitive. Applications receive by April 22, 1992 will receive preference.

SCIENCE: Assistant Professor (entry level), tenure track to track Chomistry, Physics, or Biology. Experience with computer-assisted learning techniques is destred. Opportunity to participate actively curriculum development. Send letter of application and c.v. to Dr. Doug Levin, Chair, Science Department. Bryant College, an EEC/AA employer, is committed to diversifying the faculty.



1450 Douglas Pike Smithfield, Rf 02917-1284

ORNAMENTAL HORTICULTURE

Faculty/Program Coordinator

Cumberland County College seeks a Faculty Member/Program Coordinate for its award-winning Ornamental Horticulture associate degree program. The program, founded 23 years ago, features impressive facilities that inhance the college's attractive campus.

Oualifications—degree required: Bachelor's degree in Omamerial Hori-culture or Agriculture with an emphasis in Ornamental Horiculture. Petenti-master's degree in Ornamental Horiculture or Agriculture with an emphasi in Omamental Horiculture. Experience in landscape design, greenhouse an nursery management, and computer skills. Position available immediately. Application materials will be reviewed a position is filled. Send a résumé and three references to:

Dean of Instruction and Academic Services Cumberland County College P. O. Box 517 Vineland, NJ 08360

An equal opportunity, affirmative action employer.

the activities of the Division, including the redesign of the elementary education program. Teach at graduate and undergraduate levels and supervise clinical experiences. Doctorate in Education, teaching experiences.

sirable qualities: Doctoral or ABD in the area of educational technology or related field, public school experience nation and Behavioral Studies, Azusa Pacific University. Odi East Alesta, Azusa, Calisere of educational technology or related field, public school experience, and or public school or arts in language devictors or ABD in education. Testion or applied fingulatics, Experience in teaching, curriculum development, and roughes coordinate or ABD in education. Testion, or applied fingulatics, Experience in teaching, curriculum development, and roughes and schools or all in the multiple-subject and schools or late in the multiple-subject and schools or late in testing the schools of the supermacy of Christ in all areas of the supermacy of Christian coeducational, liberal arts united to the supermacy of Christian coeducational, liberal arts united to the supermacy of Christian coeducational, liberal arts united to the supermacy of Christian coeducational, liberal arts united to the supermacy of Christian coeducational, liberal arts united to the supermacy of Christian coeducational, liberal arts unit tion and Behavioral Studies, Azusa raçine University, 901 East Alesta, Azusa, California, 91762. After preliminary screening, an APU faculty application form will be sent to selected applicants for competion and aubmission along with official copies of transcripts. Screening of applicants with begin immediately and condinue until the positions are filled. Azusa Pacific University is a Christian, coeducational, liberal arts university. WASC-accredited. APU affirms the supremacy of Christ in all areas of life and expects its employees to model Christian values in their professional and somprofessional activities. Azusa Pacific University does not discriminate on the basis of sex, race, age, disability, nationality or ethnic origin, or status as a veceran in its programs, policies, or procedures. Woman and minorities are excouraged to apply

POLK COMMUNITY COLLEGE Winter Haven, Florida Lakeland, Florida instructional Positions In English and Mathematics

Polk Community College, a Statefunded community college tocated
midway between Tampe and Oriendo with campuses in Lakeland and
Winter Haven, it as openings for instructors in both English and Mathematics. Positions are subject to
funding availability. Applicants
should have a minimum of a Mester's degree in the subject area with
at teast 18 graduate semester hours
in the teaching felot, in addition, appikents should have a minimum of a
years' teaching represence at the
college level; community college experience is preferred.

perience is preterred.
To apply for these positions, contact the Personnel Office, Polic Community College, 999 Avenue H NE, Winter Haven, FL 33851; telephone 813/267-1070. Official applications and transcripts must be received no tater than 4:00 p.m. May 8, 1992.

Polk Comm. Coli. la an equal access, equal apportunity employer.

NURSING FACULTY

available in the available in nursing required; experience in Med/Sug and Mantal Health Nursing preferred. Send vitae to Division of Nursing, Louisiana Tech University, P. O. Box 3152, T.S., Ruston, Louisiana 71272.

AA/EOE

and administers budgets, communicates with constituents, markets and evaluates programs delivered. Qualifications: Raporience in classroom teaching and administration in a K-12 system. Experience is higher education, especially continuing education destrable. Racellent.organizations and management abilities with attention to detail. Marker's degree required, advanced idearies preferred. Appointment: The ordination of director is an administrative appointment in a tince year ecadensic, staff contract of faculty position, depending or



EAST TENNESSEE STATE UNIVERSITY

East Tennessee State University announces the following faculty and administrative positions. A state-assisted university. ETSU enrolls more than 12,000 students and consists of nine colleges and schools. The University offers the master's degree in twenty-eight fields, the M.D., the Ed.D., and a Ph.D. in biomedical science. In addition, the University emphasizes interdisciplinary research programs through Centers in Geriatrics and Gerontology, Appalachian Studies and Services, Farly Childhood Learning and Development, and Banking. The ETSU main campus is located in a rapidly urbanizing area located in the mountain and take region of Northeast Tennessee.

Unless otherwise noted, appointments are to tenure track positions and will be effective August 15, 1992. All applicants must demonstrate the ability to communicate effectively in written and spoken English. Review of applications will continue until positions are filled. Send vita and names/addresses/phone numbers of four references with letter of application. A detailed position description and list of destred/required qualifications may be obtained by writing the contact person at the P. O. Box listed.

COLLEGE OF ARTS AND SCIENCES

Center of Excellence in Appalachian Studies and Services. Director. Responsibilities include securing state funding, administering and maintaining activities for Center, and promoting research and service activities related to the mission of the University within the bouthern Appalachian region. Doctorate or equivalent terminal degree required. Review of applications will begin April 30, 1992; position available July 1, 1992; Contact: Dr. John Osthelmer, Box 70,730.

Department of Social Work. Assistant/Associate Professor. Strengths needed in macro behavior and practice; ability to teach policy or research also helpful. MSW and two years' post MSW practice required; doctorate in social work or related area preferred. Review of applications will begin immediately. Contact: Dr. Eugene D. Anderson, Chair of Search Committee, Department of Social Work, P. O. Box 70,645.

SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

Department of Computer and Information Sciences. Assistant Professor. Candidates must possess ability and interest in teaching a broad range of undergraduate courses; expertise and interest in teaching at least one of the following courses at the upper undergraduate or master's levels: software engineering, data communications, computer integrated manufacturing, operating systems, computer architecture; evidence of research, service and scholarly activity appropriate for a tenure-track appointment. Ph.D. in computer science preferred (Ph.D. candidate considered). Review of applications will begin immediately. Contact: Dr. James C. Pleasant, Search Committee Chair, Department of Computer and Information Sciences, Box 70,711.

SCHOOL OF NURSING

Chair, Department of Adult Nursing; Chair, Department of Professional Roles/Mental Health Nursing. Minimum rank of Associate Professor. Requires community involvement, membership in professional organizations, demonstrated leadership abilities, and flexibility and willingness to work nontraditional hours at times. Positions require doctorate in nursing or related fields and master's in nursing. Minimum experience of five years in nursing education with preference for experience in a university setting; clinical experience required. Review of applications will begin immediately. Faculty to teach in all specialty areas. Anticipate additional new tenure-track and non-tenure track positions due to expansion and grants. Master's in nursing required; doctorate preferred Certificate as nurse-practitioner desired for several positions; practice positions available; experience in nursing required and teaching experience preferred. Review of applications will begin immediately.

required and teaching experience preferred. Neview of applications will deput interesting. Must be Additional Temporary Positions which combine teaching and clinical practice as an FNP. Must be eligible for ANA certification as a nurse practitioner and TN prescriptive privileges. Evening and weekend clinics in some positions. Positions contingent upon continued grant and contract funding. Contact: School of Nursing, P. O. Box 70,617.

All Positions Contingent on State Funding

ETSU is an equal opportunity, affirmative action employer.

East Tennessee State University Johnson City, Tennessee 37614-0002

NURSING

Tenure-track position in associate dogree and baccaleureate program. Master's degree in Nursing, recent clinical experience required. Earned doctorate, toaching experience at baccaleureate level preferred. Primary responsibilities in classroom and clinical instruction. Rank and selery commensurate with education and experience. Available 8/1/92. Screenling begins 4/20/92. Send a letter stating career goals and interest in the position, a résumé, transcripts, and names of three references to: Dr. Martha Anne Dow, VPAA, Northern Montena College, Havre, MT 59501. Inquiries wolcomed by Dr. Marilyn Peddicord Whitley, RN, Ph.D., Director of Nursing, [408] 268-3788. AA/EOE. (405) 265-3788. AA/BOE.

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions vou have available.

Benedictine College Business Chair/Entrepreneur

Bonedictine College is a four-year, Catholic, Benedictine, liberal arts, residential college located in Atchison, Kansas.

Benedictine College seeks an entrepreneurial, dynamic Ph.D. in the business area for a unique opportunity. This individual will develop and implement a strategic plan for entrepreneurial initiatives within the context of a liberal aris college. Development of a strategic plan for recruitment and retention of students coupled with tenching one to two courses in the department each semester makes this a challenging position for the right candidate.

Applicants should send, by May 15, 1992, letter of application, vita, and three letters of recommendation to: Rick Cummings, Chair, Department of Buainass, Benedictine College, Atchison, Kansas 66002.

qualifications and experience. Salary:
Compellitive; dependent on qualifications and experience. Application: Posting and experience. Application: Posting closes June 1, 1992. Contact: Send letter of application, current vita and three current letters of recommendation to Dr. Denais Bryan, Chair, Search and Sersen Committee, Education Department, University of Wisconsin-Orsen Bay, 2420 Nicolet Drive, Green Bay, Wisconsin 54311-7001; (Telephone; 4/4465-2137). Pax number: 44446-4437. Pax number: 44765-2002. An Affirmative Action, Equal Opportunity Employer.

Educational foundations: School of Liberal Arts and Education, Humpton University, Hampton, Virginia, Position: Assistant/Associate, Professor of Education: Assistant/Associate, Professor of Education, Beginning Date: August 1992, Qualifications: Pr.D., in social, cultural, and/or historical foundations of education. Secondary emphasis in audior retearch related to precollegiate 92-portenge at middle or secondary school level. Evidence of scholarly teaching, research, grantagonantile and activities required. Major Rasponsibilities: Teach and

arvise undergraduate and graduate fludents in echications if our dations and reladents in echications if our dations and reladents in echications if our dations and reladents in echication in areas of secondary camphoists. Pursue research and grantumenship
in collegial settins. Employment Conditions: Position is a nine-month, full time,
tenure track appointment. Summer instruction and other summer employment available. Salary and rank commensurate with
experience. Apolication Procedures: Interested candidate should send a letter of application, curriculum vitae, official copies
of graduate and updergraduate transcripts,
and three professional letters of reference
to: Dr. Cayton E. Brown, Dean, School of
Liberal Aris and Education, Hammon University is an Equal Opportunity insulution
and an Affirmative Action Employer in
compliance with all Civil Rights laws, including Title 1X of the Education Amendment of 1972 and Section Sol of the Rebablination Act of 1973, as amended. (Position will be filled subject to funding approval.)



Fayetteville State University FACULTY POSITIONS

Fayetteville State University is a constituent institution of the 16-campus University of North Carolina System. Fayetteville, located in Southeastern North Carolina, has an SMA population of over 250,000. This state-supported coeducational institution has an enrollment of nearly 4,000 students and offers Associate of Arts, undergraduate and graduate degrees. Applications are invited for the following faculty positions in the School of Education to begin Fall 1992. Salaries are very competitive and rank is contingent upon qualifications.

Assistant/Associate Professor to teach graduate level courses In a new proposed Ed.D. program and to give support to the Educational Administration M.A. program. Earned doctorate in Educational Leadership or closely related area required; a successful record of university/college teaching experience and significant work with public schools desirable.

Responsibilities will also include working closely with the Department Chair and Coordinator of the Ed.D. program, especially in the areas of curricula planning, teaching, research, directing dissertations and supervising student interns (2 positions).

Coordinator to facilitate program planning, recruitment, admission, monitoring, and evaluation of a new proposed educational leadership doctoral program. Earned doctorate in Educational Leadership or Educational Administration required; a record of publications and other scholarly activity and university/college teaching experience with experience in directing doctoral disser-tations highly desirable. Knowledge and experience in school reform and school restructuring also desired.

To apply: Send letter of application, current curriculum vitae, copies of transcripts, and names, addresses and phone numbers of at least three references, by May 6, 1992 to Dr. Bertha Miller, Dean, School of Education, Fayetteville State University, 1200 Murchison Road, Fayetteville, North Carolina 28301-4298, Phone: (919) 486-1265.

Appointees are required to provide verification of citizenship identity and employment eligibility under the immigration Reform and Control Act of 1986.

FAYETTEVILLE STATE UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.



PROFESSOR OF MATHEMATICS (Signal Peak Campus). [Position dependent on budget allocation approval.] Essentials: Master's degree from a regionally accredited institution; certifiability in mathematics through the AZ Community College Board. Desirables: previous teaching experience at community college level; demonstrated ability to teach full range of community college mathematics from developmental math through calculus. Responsibilities: emphasis will be teaching at college algebra level and below. Salary: Placement on laculty salary schedule dependent on qualifications and experience. APPLICATION DEADLINE: April 30, 1992.

ence. APPLICATION DEADLINE: April 30, 1992.

COORDINATOR OF LEARNING ASSISTANCE CENTER (Signal Peak Campus): Essentiats: Master's degree in an academically refuted area from a regionally accredited institution; community college faculty certifiability: three years' community college teaching experience and/or administering learning assistance center; knowledge and experience in computerized mutil-media approaches to learning. Desirables: knowledge of tutoring techniques, individual assistance programs or personalized learning systems, student learning systems are proposed and according to the proposed and solutions, and innovative teaching methods; bifungual and/or experience with minority groups. Salary: \$26,325-\$38,617. APPLICATION DEADLINE: April 30, 1992. Starting date: August 1, 1992.

To apply for either of these positions, send letter of interest returns list of

To apply for either of these positions, send letter of interest, résumé, list of three professional references with phone numbers, xerox copies of official transcripts and copy of AZ Community College Certificate (if available) to: Office of Human Resources, Central Arizona College, 8470 N. Overfield Road, Coollege, AZ 85228. Candidates are responsible for any expenses incurred for interview.

Educational Technology: Assistent Profes-sor. Search recorened, Starting date: Au-gust 1, 1992. Responsibilities: develop and impleguent corriculus in computer applica-tions for preservice teachers; teach as well to one or more of the suces of instructional implement controllars in computer enpilestions for preservice teachers; teach as well
is and or more of the meas of instructional
design, evaluation, school learning, founthitons of education; conduct research;
provide faculty consultation, response
ments: carned doctomits in appropriate
field; specialization in Educational Techpolysy and one or more of the following
fields; Educational Payebobary, Instructional Design, Computer-Based Education,
Curriculum Development, Educational Admainistration. Fyldence of scholarship and
affective teaching, Sajary competitive, Po-

equal orportunity employer.

Elementary Education Teams track (Assistant/Associate) beataning in August, 1992. Barned doctorale (preferred) in elementary education with a specialty in elementary mathizolence and experience in curriculum and/or administrative leadership. Three or more years of successful teaching experience at the elementary level will be required. Beaponshillies include teaching synduction and undergraduate methods and clopensary curriculum and/or administration courses. Other responsibilities will include supervising audent teachers and assisting with other departmental responsibilities. Solary will be commensurate

with qualifications. Send complete résumé, three letters of recommendation and carrent transcripte te: Dr. Bob Lumpkins, Chair, Elementery/Rady Childhood/Special Education, Headdrson State University, Box 7644, 1100 Hembrson Stree, Arkadelphia, Arkanses 7199-0001. Review of applications will begin May 13, 1992.

mentitration. Privatence of exclosicabilities, no effective teaching, Salory competitive, no sifico open until filled. Submit letter of seprenciation, vim, letters of recommendation and official transcript to Dr. Rodney S. Barte. Search Committee, Department of Education Design and Managament, School of Education, University of North Carolina at Wibningson, Worth Carolina at Wibningson, Williamson, North Carolina at Wibningson, North Carolina, an affirmative action, equal orportunity employer.

Elementary Education: Texture track (Assistant/Associate) beginning in August, 1992. Earned dectorate (preference) in elementary education with a specialty in elementary superactions. Transcription of the considered.

tionentary felucations Teame-track Assistant Professor position, August 1992, astary competitive. Position's primary responsibilities include student leachers asparytsion and teaching of Biementary Methods and Foundations. Courses. Two years K-12 teaching experience, returned, Praferred candidate will have collete teaching experience, exerced deciparate, task Educational. Counseling Psychology background. Send tetter of applications, carried visibe, transcriptor.

UNIVERSITY OF MAINE CENTER FOR COMMUNITY INCLUSION, UNIVERSITY AFFILIATED PROGRAM

is seeking a **Coordinator of Exemplary Programs** & Technical Assistance

les: Develop and coordinate demonstration projects and technical assistance activities related to persons with developmental dis-abilities throughout Maine; supervise trainces in selected sites; to assist in preparation of grant proposals; coordinate activities with University,

Requirements: Knowledge and experience in stale-of-line-art practices in the field of developmental disabilities; excellent collaboration and consultation skills, effective communication and administrative skills. Minimum Qualifications: Master's or Doctorate in a field related to developmental disabilities, 5 years' experience working with people with developmental disabilities and their families and experience in providing technical assistance and education to parents and professionals.

Salary Range: \$30,000-\$35,000 and full University benefits. Pull-time. year-round position. Position dependent upon external funding. Applications will be reviewed beginning April 30th, and ongoing until the position is filled. Send letter of application, vita, transcripts, and 3 letters

Center for Community Inclusion c/o Dr. Lucille Zeph 308 Shibtes Halt University of Maine Orono, ME 04469

The University of Maine is an Equal Opportunity, Affirmative Action Employer

RESEARCH ADMINISTRATOR

Natural Resources, Food & Social Sciences

Cooperative State Research Service U.S. Department of Agriculture

Cooperative State Research Service seeks applicants for a Deputy Administrator. This is a Sentor Executive position with responsibility for administering research programs in Natural Resources, Food & Social Sciences. The person is responsible for policy formulation, administration, coordination, research program planning, development and improvement relative to all aspects of natural resources research, including soils, water and watershed, enodion and soil conservation, forestry, wildlife, recreation, fisherles, forest products, technology: agricultural engineering, energy in agriculture, and tand use; food science, human nutrition; economics; environmental and agricultural policies; sociological and behavioral aspects of individuals, families, communities, etc. The person also administers the spocial grants research programs in these areas and is responsible for planning and coordination among cooperating forestry institutions under the Cooperative Forestry Resoarch Act and the 1890 Land-Crant institutions under the Evans-Allen Cooperative Agricultural Research Act. Candidates must respon to a set of managerial and technical evaluation factors. These factors are described in a supplemental applicant statement included in the vacancy announcement. The Announcement Number is CSRS-92-767, For a copy of the application package, please contact Kathy Asmussen at 202-720-9811. The closing date is May 26, 1992.

U.S. Department of Agriculture is an Equal Opportunity Employer.

Elementary Education: Search reopened. Assistent/Associate Professor in 9-month tenure-track position to teach undergraduate and graduate courses with emphasis in elementary school methods, involves atudent advisement and participation in the redesian of the elementary education program. Doctorate in Blementary Education program. Doctorate in Blementary Education, public schools teaching experience, and beckground or training in curriculum development/instructional design required. Send application to Dr. Kengeth Cogroy, Academic Dean, Quincy, Ellinots 6201. Deadline: May 20, 1992, BOB.

Elementary Educations Assistant professor, tenure track position. Teach science and science methods courses at undergraduate and graduate levels; supervise pre-student toaching experiences; research/publication product/sity; professional, university, and community service; advise students. Qualifications: catned doctorate in elementary elementary teaching experience. Congretitive salary and beparts. Position begins August, 1992. Send vila, statement describing how applicant meets the qualifications, official transcripts, and three recond letters of recommendation to: Dr. Nancy Colhern, School of Education, Neff Hall, Room 240B, Indiana University Particle University at four Wayes. Port Waye, Indiana 46605-1499. Review of credentials will began languating to contain the past in progediately and contains until the position of seal specifical contains until the position past in specification of contains until the position past in specification of contains until the position past in specification of contains until the position past in specification and contains until the position progediately and contains until the position past in specification and contains until the position past specification and contains until the position.

tion, Equal Opportunity Employer.

English Two tonure-track Assistant Professorables. Beanands August, 1992, we seek seneralists with a record of excellence in undergraduate teaching Candidates must inve experience seaching writing. Doctorialists with a recritise in one of the following prioritized fields will have an advantage: 1) ethnic literature, especially Native Americana, 2) interdisciplinary curricule; 3) woners illerature; 49 septimized and according candidates, who are members of migratily acoust, 824,000, Application accreains will been April 31; positions will remain open until filled. The Division of Literature and Languages offers bacholon's degree; in American, Publishing Aris, and Equilib Edington, it is responsible for convex work in foreign languages, writing, flexible, our-native problems, any feature, verifier, publishing aris, and language work in foreign languages, writing, flexible, our-native problems, any feature, tour-nay features, tour-nay features, tour-nay features, tour-nay features, tour-nay features. The division houses ten full-

scripts, and (3) three current letters of tef-crence (with addresses and phone num-bers) to: Presideou's Office, Peru State Col-loge, Peru, Nebraska 69421. Roview of an-phicants will beem May 8, and continue until positions are filled. EBO Employer. Elementary Education: Search reopened, Assistent/Associate Professor in 9-month tenure-track position to teach undergradu-tenure-track position to teach undergradu-

English: Tenure track position for Pall 1992, starting August 17, with teaching responsibilities in Freshman Composition, intractional control of the Preshman Composition, intractional control of Co

English: Two tenure-track positions, effective September 1, 1992, for generalists to teach composition, introductory literature. Required: doctorate in English, teaching experience and academic training appropriate for position. Desirable: specialization in rhetorio/composition, linguistiqu/arammar, and/or critical theory. Minority application critical theory, many application letter, via, all codese transcripts, at least three current letters of recommendation by May 25, 1992, 1992, 1992 Day Dayld M. Taylor, 140. 1992, to: Dean David M. Taylor, Liv-inasione University, Station 23, Living-stone, Alabama 3470. No consideration will be given to incomplete applications. Equal Opportunity Happrover.

enguisti Chilzena' Chair in English Literature. University of Hawaii. The Department of English of the University of Hawai.

In Manao is seeking outstanding candidates

to fill the Citizena' Chair in English Literature for one-year terms besiming in 199194. The Chair has formerly been occupied
by Leon Eddi. Calway Kinnell, Robert
Martin, Alix Shufman, and Ism Watt,
among others. The Department is looking
for a person with a simificant record of
achievement that reflects a broad understanding of the humanites, someone whose
research, teaching, and teadership will benefit both sudents and colleagues and
whose activity in the community will enrich
the stage's cultural life. Nominees may be
from any scholarity or creative field, including English or American Literature. Critical Theory, Feminist or Collural Studies,
English Literature of the Pacific, World
Literature in English, or Folklore. The
Chair is expected to teach two courses each
semester and to deliver an annual public
lecture. The University of Hawaii as the
Manca, the min campus of the University
of Hawaii system, is located in Honoloulu, a
18,000 shedems and 1,800 hill-inne facility
members. The Department of Smallen contains 68 full-time professors and offers Equal Opportunity Employer.

English: West Virginia State College, English Department. Two vacancies for Assistant Professor, teamer-track, beginning Angust 1992. Ph. D. or ABD preferred. Delication in the College of the College of

apply. An Equal Opportunity, Affirmative Action Employer.

English; Tenure track position, rank open. Area of competence: composition and general introductory literature courses. Area of specialization: modern and contemporary literature a plus, Ph.D. required; college teaching experience desirable. Cool faculty development pomputusis.

English: Instructor/Assistant Professor beginning August, 1992. Expertise necessing composition plus background to teach introductory literature courses. Master's degree in English or English Educations (Ph.D. proferred. Send vita and three letters of recommendation by May 15 to Deborsh Goodwyn, Chair. Division of Humandites. Virginia Union University, 1500 North Lombardy Street, Richmond. Virginia 23220.

your materials by May 20. AA/EOE.

English: Visiting Assistant Professor of Commostition/Ristoric. One year specification of Kentucky. Position includes teaching and the production of Kentucky. Position includes teaching and the professor of received the professor of received expository writing courses; here convet expository writing courses; here convetered expository writing courses; here convetered application, viria, letters of refrence, tended transcripts to David Durant, Chair, the partment of English. University of Kentucky, Lexington, Kentucky 2000 by May 11, 1992. Women, mhorities are encouraged to apply. AA/EOE.

English of a Second Lenguage Economical institute ESL Programs. Bonder. Oxone

BULLETIN BOARD: Positions available

Edison Ctate

Community College

fiction State Community College, a comprehensive, student-oriented, on-munity college located in west-central Ohio, seeks applications for the fol-lowing positions:

WRITING PACULTY MEMBER

DESCRIPTION: Primary responsibility for teaching developmental widing and for creating active learning strategies for both class and learning tenter settings. Responsibilities also include assessment of the effectivenes of developmental writing program, coordinating with the English department faculty, the learning center staff, and tutors.

QUALIFICATIONS: Master's degree in composition or rhetoric and a Bachelor's degree in English. Teaching experience in a developmental wising program, preferably at a community college, is essential. Coursework in learning theory is highly desirable.

SALARY: \$23,000-\$27,000 (10-mourh contract).

COORDINATOR OF ADVISING/ASSESSMENT DESCRIPTION: Duries include supervising and training faculty advisors, directing new student assessment and orientation programs, conducting intrusive retention activities and preparing and monitoring budget. QUALIFICATIONS: Master's degree in Student Personnel or comparable

SALARY: Low to mid 20's.

To apply for the above positions, send letter of interest, résumé, unoficial collège transcripts, and the names and phone numbers of three references postmarked by May 15, 1992, to:

Personnel Office Edison State Community College 1973 Edison Drive Piqua, OH 45356 **EOF/AA Employer**

Female and minority candidates are encouraged to apply

UNIVERSITY OF MASSACHUSETTS

Lecturer/Director of School of Management **Writing Program**

The University of Massachusetts/Amherst invites appli-cants for the position of Director of the School of Manage-ment Writing Program. This non-tenure track position, which is renewable, is available for the 1992-93 academic which is renewable, is available for the 1992-93 academic year, with a summer 1992 starting date. The Director's major responsibility will be to administer and teach the School of Management's required junior year writing course which enroils several hundred students a year and involves supervision of teaching assistants. The successful applicant will be expected to have a minimum of 3 years' teaching experience; familiarity with writing across the curriculum; experience and expertise in the use of cooperative learning and teaching writing skills; organizational and management skills; doctorate preferred or ABD. Salary commensurate with qualifications and experience. Applications should be received by May 7, 1992. Send curriculum vitae for Dean George Spiro, School of Management, University of Massachusetts, Amherst, MA 01003. An Affirmative Action/Equal Opportunity Employer.



UNIVERSITY OF MASSACHUSETTS AT AMHERST

NIVERSITY OF MASSACHUSET

English; Tenure track position, rank open. Area of competence: composition and general introductory literature courses. Area of specialization: modern and contemporary literature. Ability to teach courses in non-western literature a plus. Ph.D. required; collega teaching experience designable. Good faculty development opportunities. Start August 15, 1992. Eureka College is a private liberal arts college related to the Christian Church (Disciples of Christ) and is committed to free leaguhy and excellence in undersanduate teaching. Send application letter, résumé, and all college transcripts to: Gary B. Cammon, Dean, Eureka College, Eureka, Illinois 61330. Equal opportunity employer.

SAN FRANCISCO BAY AREA **Faculty and Management Openings**

The Peralta Community Colleges are located in the nation's most desirable region to live, work and play. Near San Francisco, the University of California. Berkeley and Stanford University, the Peralta Colleges are in the center of an incredibly cosmopolitan and scenic area which includes the Pacific coastline, famous wineries and restaurants and pleasant year-aund climate.

Full-time, tenure-track faculty positions in the following disciplines are now available for the Fall term:

Chemistry Computer Info. Sys. Counselor (2)

English as a Second Language EOI'S Counselor Media and Communications Photography
Speech/MediaCommunications
Finabled Students Counselor

Dir. of Educational Development (Dean Level)
 Dean of the College (Instructional)
 Assistant Dean of Instruction (Comm., Arta & P.E.)
 Assistant Dean of Student Services

For more information, a copy of the announcement and application form,

Peralta Community College District Personnel Office 333 East Eighth Street Oakland, CA 94606

Voice: (510) 466-7297 FAX: (510) 835-4078 TDD/TTY: (510) 466-7279

orities, women and disabled persons are encouraged to apply.
Peralia Colleges is an AA/EEO employer.



OHIO UNIVERSITY College of Health & Human Services School of Health & Sport Sciences

Assistant Director of Aquatic Center Part-Time Instructor in Physical Education

Qualifications: Masser's degree in Physical Education and/or related fields with an emphasis in Aquatics. Administrative experience in an aquatics related facility. Must hold the following current Red Cross certification: Life Guard Instructor Trainer, Water Safety Instructor Trainer, Pirst Aid Instructor, and CPR Instructor.

er, First Aid Instructor, and CPN Instructor.

sibilities: Teach classes in Life Guard Training, Water Safety for Instructors, Beginning and Intermediate Swimming, and other related aquatic activities. Advising students majoring in Physical Education and Sport Sciences. Assist in the scheduling of classes, hiring teaching instructors, supervising the training and hiring or life guards, and water related program development.

Salary: \$20,000-\$22,000 (12 months).

Starting Date: July 1, 1992. plication Deadline: April 30, 1992 or until position is illied. ilcation Procedure: Send letter of interest; vita; and names, addresses titles, and phone numbers of three references to:

Dr. James A. Lavery, Director School of Health and Sport Sciences Grover Center Ohio University Athens, Ohio 45701-2979

Ohlo University is an Equal Opportunity, Affirmative Action Employer.

************ Unique Career Opportunity

We are searching for state or regional representatives to market an innova-tive instructional software system, which addresses training, delivery, and evaluation. Our three-year old company has a proven concept and product backed by research, professional leadership, training, support services, and client satisfaction.

Our representatives will be educators, computer literate, change oriented entrepreneurial, creative, with a network of professional connections. if interested, please send a cover letter that addresses how an instructional software system might be marketed in your area, a résumé, and three references with phone numbers. Mail to:

Instructional Performance Systems, inc 938 Frairie Center Drive, Suite 130 Eden Prairie, MN 55344 FAX (612) 937-0826

do. Applications are invited for one-two in-alractor positions beginning May 28, July 6 or August 27, Minimum of three years' uni-versity level ESL teachins experience. Master's degree in ESL or related field. Environmental Health: Assistant/Associate

BEREA COLLEGE DIRECTOR OF CAMPUS ACTIVITIES AND ALUMNI BUILDING

Berea College is a private, four-year, liberal arts college serving 1,500 students, all of whom demonstrate high academic ability and have modest financial resources.

The Director of Campus Activities assumes responsibility for planning and arranging social, educational, and recreational programs by advisand arranging social, educational, and recreational programs by advis-ing and working with the student programming board and various stu-dent clubs, organizations, and pub-lications. As building director, this inclindual also administers the oper-ation of the Alumni Building and the various activities which occur in that facility.

Custifications sought include a mas-ters degree in an appropriate field and at least two years of profession-al experience in campus activities, or an equivalent combination of education and experience.

education and experience.
To apply, send your resume, with a cover letter stating salary requirements, and your qualifications for this position to Martin D. May, Personnel Director, CPO 5289, Berea, IO 40404. Deadline for receipt of applications is May 6, 1992.

Director of Development

Jung Foundation seeks experienced, creative, pro-active individual responsible for activities related to fund raising: annual giving,
special events, capital campaign,
grant applications. Contracts with
grant diving Foundations essential. Salary and benefits commensurate with experience. Send resumé and salary history to: C. G.
Jung Foundation for Analytical
Psychology, Inc., 147 Second Ave.,
Suite 503, New York, NY 10003. Written replies only.

> READER SERVICES LIBRARIAN

> > The Metropolitan Museum of Art

The Thomas J. Watson Library seeks an MLS with backgroun in Art History and 8-10 years relevant experience to coordinate reference work and provide database searching. Two foreign languages including GERMAN required. Management and supervisory responsibilities. Contact: Employment Office, The Metropoliten Museum of Art, 1000 Fifth Ave, NY, NY 10028-0198, EOE m/l

ployer. Women and minorities are encouraged to apply.

Executive Directors for an international, non-profit organization. Requires experience in management and program administration, supervision of staff of ten, international floid experience, particularly with micro enterprise development and self-employment, sophisticated computer competence, relivant seademic background. Salary \$40,000. Fax: 212-877-7464.

in exarcise resting and B.C.C. interpression required; research in clinical exercise by stotony and clinical background in carbidate rehabilitation proferred. Rank and saldiac rehabilitation proferred Rank and saldiac rehabilitation proferred Rank and saldiac rehabilitation proferred. Rank and saldiac rehabilitation proferred Rank and saldiac rehabilitation proferred Rank and saldiac rehabilitation proferred Rank and saldiac rehability in consideration. Send applications to Brends S. Cherry, Send applications (Brends S. Cherry, Send applications) of Brends S. Cherry, Send applications (Brends S. Cherry, Send applications) of Massachusetts at Boston. Massachusetts 20125-3399. An Affirmative Action, Equal Opportunity. Title D camployer. University of Massachusetts-Boston. University of Massachusetts-Boston. University of Massachusetts-Boston. University of Artizona Cooperative Extension programs in Maricona Cooperative Extension programs in Maricona County. Extension programs in Maricona County. This is primarily an administrative position but the individual will also have partial responsibility in one of the four Extension approaches the communication of three references to be the individual will also have partial responsibility in one of the four Extension approaches the communication of three references to be the individual will also have partial responsibility in one of the four Extension administrative extension adminis

Massachusetts-Boaton

Extersion: University of Arizona Cooperative Extension seeks Maricopa County Extension Director responsible for oversteins the Extension programs in Maricopa County. This is primarily an administrative position but the individual will also have partial responsibility in one of the four Extension program areas, M.S. degree required; five years of University Extension administrative experience. Application deadline: May 27, 1992 or until appropriate candidate is found. Applicant file must contain a letter of intent, current resume, transcripting of grades and three current reference lotters, mailed directly by writers, to Dr. Shirley

CHICAGO STATE UNIVERSITY

Applications and nominations are invited for the faculty and administrative positions listed below. All faculty positions are ten-month and tenure-track. Effective date of employment is August 16, 1992. Resumés should be sent to each respective department under the care of the Search and Screening Committee Chair. For faculty positions, all applicants should send current resume, a letter of interest, an official copy of transcripts documenting as adentic qualifications, and names, addresses and phone numbers of three references. Citizenship status documentation also required. Résumés will be given consideration when all of the above information is submitted. For both faculty and administrative positions, applications will be received and reviewed until each position is filled.

Administrative Positions

DEAN OF GRADUATE STUDIES: The Dean will report directly to the Provost and Vice President for Academic Affairs and, working in cooperation with deans, chairs, and faculty, will be responsible for the development and overall administration of the University's graduate programs. Other duties include coordinating anticulation activities with community colleges; directing the University's Honors Program; and developing and coordinating pipeline projects with other universities. Qualifications include an earned doctorate from a recognized university with at least five years of full-time university leaching experience; excellent record of st holarly activity and experience with graduate degree programs; demonstrated academic program development experience; a commitment to diversity multiculturalism and academic excellence; successful grantsmanship experience; strong interpessonal skills and ability to effectively articulate the University's mission. Application must include a cover letter, resume, and three letters of reference and should be sent to: Dr. Pedro L. Martinez. Director of Ahirmative Action and Cultural Diversity.

Diversity.

DEAN OF CONTINUING EDUCATION AND NON-TRADITIONAL PROGRAMS: Reporting directly to the Provost and Vice President for Academic Affairs, the Dean will be responsible for providing leadership in the planning development, and implementation of the University's continuing education/extension activities and non-traditional degree programs. The latter includes the Board of Governors, Individualized Curraculum, and the University Without Walls degree programs. The Dean will also serve as Director of the Summer School. Qualific ations include without Walls degree programs. The Dean will also serve as Director of the Summer School. Qualific ations include an earned cloctorate from a recognized university with at teast five years of full-time university teaching experience and university administrators and university with a diverse university student constituencies, faculty, students and other administrators; experience working with a diverse university student pupulation in an urban setting; successful grantsmanship and research experience; and strong communication skills. Application must include a cover letter, resume, and three letters of reference and should be sent to: Or. Pedro L. Martinez, Director of Altirmative Action and Cultural Diversity.

DIRECTOR OF HISPANIC-AMERICAN AFFAIRS: Reporting directly to the Provest and Vice President for Academic

Pedro L. Martinez, Director of Altirmative Action and Cultural Diversity.

DIRECTOR OF HISPANIC-AMERICAN AFFAIRS: Reporting directly to the Provest and Vice President for Academic Atlates, the Director will have listed and administrative responsibility for the Office of Hispanic-American Affairs. In Atlates, the Director will develop and impleouperation with other academic and administrative units at the University, the Director will develop and implement strategies to promote the recruitment, retention, and graduation of Hispanic American sturtents at the University, including assisting the development and integration of Hispanic cultural perspectives in the curriculum. Qualifications include a minimum of a master's degree, or a doctoral degree with relevant college teaching and research experience for possible tenure-track faculty appointment; excellent interpersonal skills with demonstrated research experience for possible tenure-track faculty appointment; excellent interpersonal skills with demonstrated ablity to work effectively with faculty and students from various cultural backgrounds, especially Hispanics, and demonstrated grantsmanship and administrative experience at a college or university. Application must include a cover letter, résumé, and three telers of reference and should be sent to: Dr. Pedro L. Martinez, Director of Affirmative Action and Cultural Diversity.

Faculty Positions

HEALTH, PHYSICAL EDUCATION AND RECREATION: Assistant Professor of HPER with an emphasis in dance education and fitness. Earned doctorate preferred, teaching experience at elementary, secondary school and university levels. Additional experience in current methods and materials in dance and physical education required. Confact: Mary Grace Bator, Chairperson, Search and Screening Committee.

EARLY CHILDHOOD EDUCATION: Experience in Early Childhood Education required, A&D considered, Ph.D. preferred. Experience in teaching microcomputer in the classroom is a plus. Contact: Department Chairperson, Dr. Diana Poll.

Diana Poli.

CURRICULUM AND INSTRUCTION/BILINGUAL EDUCATION: Bilingual education position available. Position will be filled by a bilingual (Spanish) applicant with experience and/or a degree in bilingual education. A graduate degree, preferably the doctorate in educational administration or educational foundations, is required. Contact: Dr Clarence Fitch, Chairperson, Search and Screening Committee.

Clarence Filch, Champerson, Search and Screening Committee.

READING: Position available teaching undergraduate/graduate courses in Reading; developmental reading courses; and supervise theses. Salary and rank determined by credentials and experience. Ph.D. in Language/Reading preferred. Contact: Dr. Genevieve Lopardo, Chairperson, Reading Department.

ENGLISH: Tenure-track position in English. Ph.D. preferred in English with specialization in Black Literature (African, African-American, Caribbean, etc.). Teach courses, plan and coordinate activities in the Gwendolyn Brooks Center for Black Literature and Creative Writing. Contact: Professor Haki Madhubuti, Department of English and Greech.

and speech.

PSYCHOLOGY: Assistant Professor with expertise in one or more of the following areas: counseling-guidance, developmental psychology and/or substance abuse counseling. Doctorate preferred but ABD considered. Contact: Dr. Avan Billamoria, Chairperson, Department of Psychology.

SOCIOLOGY: Assistant Professor to teach general sociology and introductory anthropology. Doctorate preferred but ABD considered. Contact: Dr. James Parejko, Chairperson, Department of Sociology, Anthropology and Philosophy.

Philosophy.

MATHEMATICS: Assistant Professor to teach undergraduate and graduate Mathematics courses. Desired specializations include Algebra, Applied Mathematics and Operations Research. A doctorate in Mathematics is preferred. Documented evidence of excellent teaching and an active research record. Specific preturence for the applicant who in addition can also teach our Algebra and Calculus sequence of courses using NEXT COMPUTER running MATHEMATICA, as well as MATHEMATICS courses for Business, Life and Social Sciences using LINDO and GINO OR GANS software. Contact: Dr. Jesse Wang, Chairperson, Mathematics Department.

OK GAMS souware. Contact: Dr. Jesse Yveng, Charperson, Maurementus Dypanneni.

MUSIC: Instructor or Assistant Professor of music in piano or woodwinds. Teach private lessons, concert band, music education courses and assist with the Jazz Program. Doctorate preferred, master's required, successful teaching experience at the university level preferred. Contact: Mr. Mark Smith, Chairperson, Music Department.

CHICAGO STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

As Imployer.

Ettension/Food Science: Extension Food Scientist, Assistant/Associate Professor, Auburn Liniversity, Alabama. The position is a twelve-month, team-etrack bouned in the the Department of Nutrition and Food Science. School of Human Sciences. School of Human Sciences. Feaching analys research appointment of 5-25% to leach, conduct research, and adviso graduate students. Responsibilities include planning, implementing, and evaluation from the second professor. School of a service students are selected in the second planning, implementing, and evaluation from the second planning in the second planning in

the-art engineering, health and business technologies. The Financial Aid Office is a highly computerized environment and experience and abilities in wordprocessing (Word Perfect), electronic loan and need analysis processing (Whizkid) and pc-to-mainframe interfaces are essential. Minimum qualifications are a master's degree and the state of the state of

Employer.

Financial Aid: Assistant Director, Financial Aid. Case Western Reserve University is seeking a candidate to be responsible for the asternal particular and the coordination of loan related activities with the University and externally with leaders, marantors, and secondary market foan servicers. The Assistant Director will have deally contact with audeous and perents, both in individual and group settings, and will be responsible for the development of written materials and audiovisual reasonations. Also responsible for the development, coordination, and administration of the Loan Application Processing System and will expisit in the administration and modification of all other financial





Muncie, Indiana

Ball State is a comprehensive university with over 20,000 students and 1,000 faculty verying east central Indiana. It is located 50 miles northeast of Indianapolis. The Library contains 1.4 million items in a modern building; it is serviced by 40 librarians and 85 FTE support staff. APPLICATION: Send letter of application, resume, graduate degree(s) transcript (moofficial copies acceptable), and list of three references, including addresses and telephone numbers, to Mr. C. William Burnett, Director of Library Business Services. 101 Bracken Library, Ball State University, Muncle, IN 47306. Review of applications will begin immediately and continue until the position is filled. Excellent fringe benefits. With proper credentials, uption of uppointment at faculty rank or tenure track.

CATALOG LIBHARIAN FOR MONOGRAPHS

CATALOG LIBHARIAN FOR MONOGRAPHS
Responsible for cataloging and classification of monographs in all subject areas. Performs authority and quality control functions in the University Libraries online catalog (NOTTS). Participates in the ongoing development, documentation and evaluation of unit policies and procedures. This position reports to the Head of Cataloging Services. REQUIREMENTS: MLS from an ALA-accredited program or equivalent. Knowledge of MARC formats. AACR2 trev.), Library of Congress subject headings and classification, and automated cataloging, using a national bibliographic utility such us OCLC. Effective and and written communication skills. PREFERRED: Professional cataloging experience or its equivalent. Supervivory experience. Working knowledge of at least one Western European language. Additional advanced degrees. SALARY: Negotiable; minimum is \$24,000 for 12-month appointment.

DIRECTOR OF LIBRARY AUTOMATED SYSTEMS

DIRECTOR OF LIBRARY AUTOMATED SYSTEMS
Responsible for coordinating activities related to IBM/NOTIS and INNO-VACQ equipment, systems, and programming. Maintains contractual and budgetary integrity of both systems. Advises on planning and implementing modules and enhancements for automated systems, Supervises Systems Coordinator and the Library Programmer, Reports to the Dean of University Libraries, REQUIREMENTS MLS from an ALA-accredited program or equivalent, Increasingly responsible experience with a library automated system. Operational knowledge of MARC formats. Demonstrated skills in planning, communication, and interpersonal relations. PREFERRED: Experience in NOTIS software, Familiarity with the INNOVACQ system of Innovative Interfaces, Inc. Experience with IBM mainframe applications (including JCL, TSO, MVS, and VSAM). Knowledge of current and emerging library automation technologies, Additional advanced degrees, SALARY: Negotiable; minimum is \$36,000 for 12-

HEAD OF CATALOGING SERVICES

ILEAD OF CATALOGING SERVICES
Responsible for managing the Cataloging Services unit and coordinating all cataloging activities. Supervises professional and classified staff (5 librarians and 16 classified staff). Establishes cataloging policies for library materials in all media. Prepares written reports and proposals; compiles statistics as required. This pusition reports to the Assistant Dean for Library program or equivalent. Substantial professional experience in a cataloging program or equivalent. Substantial professional experience in a cataloging difficulty, using national standards as established by AACR2 (rev.) and LC. Strong organizational abilities and supervisory experience; excellent oral and written communication skills. PREFERRED; Experience with online integrated library systems, preferably NOTIS. Additional advanced degrees. SALARY: Negotiable; minimum is \$36,000 for 12-month appointment.

Ball State University is an Equal Opportunity.
Affirmative Action Employer
and is strongly and actively committed to diversity within its community.

RESEARCH SPECIALIST

Research Specialist position in an Equine Research Center The position involves responsibilities in the area of equine biomechanics (to work with an existing learn).

biomechanics (to work with an existing learn).

Qualified applicants must have a Masters degree in Veterinary Biomechanics and Bachelors degree in Mechanical Engineering with at least one year of training with research experience on studies related to pathogenesis of musculoskeletal lameness of the horse and implementation of computers and engineering principles on equins blomechanics. Research experience with anatomy of horses as it relates to normal and abnormal locomotor patterns and strain-page based transducer design and related experimental techniques, and with data acquisition and computer software development for data processing and analysis as demonstrated by publications and/or presontations. Experience with Kontron Image processing computer and integrated Design Engineering Analysis Software (I-DEAS TM) for three-dimensional image reconstruction and finite element modeling and analysis of the musculoskeletal system, and with Expertision three-dimensional motion analysis systems for kinematic studies. Applicants should also have had experience with Hall Effect strain sensor for measurements of tendonous and ligamentous strains in kinetic studies and with the testing and evaluation of equine ortholic devices.

This position offers a salary of \$22,000. Please send resume

This position offers a salary of \$22,000. Please send resume and three reference letters to: Tillia Moote, KY Job Service, Ref. #915462, 300 South Upper St., Lexington, KY 40508.

Manker, Chairman, Department of Genlo-sy and Physics, Georgia Southwestern Col-lege. Americus, Georgia 31709. Closing date is May 15, 1992. GSW is an Equal Opportunity, Affirmative Action Employ-

Health Services Research; Paculty position: Health Services Researcher, Pa.D. Tenure-track position in a medical school Department of Funilly and Community Medicine, Austriant or Associate Professor, interest in clucian outcome or pulceralogation of the professor of the primary cure health services retearch preferred. Major responsibility is to develop and combact health services research. Send curriculum vitan, carrer interests, and salary expectations to; Geoffrey Ooldsmith, M.D., M.P.I., Professor and Community Medicine; University of Arkansas for

SUNY College of Technology ALFRED, NEW YORK

DIRECTOR OF LIBRARIES

Responsibilities include leadership and development of library services, collections, budget, and staff. The Director works closely with College faculty, staff, students, and administration.

THE COLLEGE: Alfred State College, a residential, polytochnic college in the State University of New York system, offers associate degrees in forty fields. Located in Allegany County, approximately 75 miles south of Rochester, New York, the College has an enrollment of 3,600 full time and 300 partitime students. Close personal ites between students and faculty are characteristic of the College. With emphasis on science and technology programs, the College has five academic schools: Agriculture and Allied Fleatth, Business Technologies, Engineering Technologies, Liberal Studies, and Vocational Technologies.

THE LIBRARIES: The Walter C. Hinkle Memorial Library contains more than 54,000 volumes, about 600 periodical subscriptions, and a broad range of audio-visual materials. Staffed by six librarians and five support staff, the library plans to barcode in the summer of 1992 in preparation for an OPAC and an automated droubston system.

QUALIFICATIONS: MLS from an ALA-accredited program. Academic liexperience desired, with significant supervisory experience required. Must have extensive knowledge of computer systems and library automation. Should be able to show evidence of campus leadership and active participation in professional organizations. In keeping with the mission of the library, a strong public service orientation is essential.

Salary commensurate with experience and qualifications. Review of applications will commence on May 4, 1992. Please send a letter of application and résumé to:

Mrs. Sally Doty Director of Personnel Alfred State College Alfred, NY 14802

Alfred State College is an Equal Employment, Affirmative Action Employer.

COORDINATING BOARD FOR HIGHER EDUCATION

Fiscal Associate

Responsibilities: Provide professional level staff support and conduct research in budget development including data collection and verification, fiscal analysis and summary, and preparation of reports. Assist in preparation of legislative fiscal notes, and recommendations for the annual operating and capital appropriations for public two- and four-year institutions.

Qualifications: Master's degree in accounting, finance, public administration or a related field preferred. Bachelor's degree with experience will be considered. Experience in higher education, research, or budgeting with the ability to assemble diverse data in a comprehensive manner. Good writing skills important.

Salary Range: Salary commensurate with experience.

Application: Letter of application, résumé of education and employment experience and names, addresses, telephone numbers of furee references must be received by May 12 to be assured of consideration. Prior to interviews, additional information will be requested of successful applicants, including transcripts of all educational experience. Submit to:

Ms. Janet Butcher Senior Associate Coordinating Board for Higher Education 101 Adams Street Jefferson City, MO 65101

AN EQUAL OPPORTUNITY EMPLOYER

Medical Sciences: 4301 West Markham Street, Slot #530, Little Rock, Arkanas 72205.

History: Eureha College is seeking an historian for a tenure-track Assignat of Associate Professor position in U.S. History becaming Aspass 15, 1992. Teaching load is 12 hours per adments fulfilled the relations and college and in misordisciplinary courses in Western Civilization and Culture. Looking for generalists who crioy teaching, learning and interaction with faculty and students in other disolplines. Ph.D. in History required. Good faculty development opportunities. Start Angust 15, 1992. Eureka College is a private liberal saris college related to the Christian Church (Disciples related to the Christian Church (Disciples Send application letter, reaumé, and all college transcripts by May 8, 1992. Garrier Send application letter, reaumé, and all college transcripts by May 8, 1997. Educations, Dean, Eureha College, Rureka, Illinois 61,530. Equal opportunity employer.

Courses in modern European instanty. Floring in modern European history. Floring in modern European history. Floring in the floring in the

History: Assistant/Associate Professor of History: Tenare track. U.S. History: Ability to teach U.S. Survey: Consecticut History: Cotonial U.S.: surveys: audient tenchers and teach methods course. Requirements: Earned dectorate. Secondary school certification plus experience. Date of Closting June I. 199 Caprisone. Consecticut State University, New Haven, Consecticut State University, dependent on funding. AA/ROE.

History/Asian Studies: Asian History and Politics Faculty, losa College, Ruguled in 1940 by the Christian Brethers, offers an entry level scatte irack peation, Septem-ber 1992. Responsibilities: general level

survey courses in World History and upper level courses in Asian History and Politics. (ona College is an AAEOE. Send curricu-lum vitae and letters of references by May 1, 1992, to: Bernard Condon, Chairperson, Department of History and Political Sci-ence, Iona College, New Rochelle, New York 1980t.

for a tenure-track position as Assistant/Associato Professor of Hotel Restaurant Managament beaming. August, 1997. August, 1907. August, 1907.

Director **Career Placement Center**

The Position: The University's Dure for of Career Placement is responsible for overall due tion of the University's placement function. The Director reports the Associate Provest of Undergraduate Education. The primary function of the Placement Center is to prepare undergraduate students for employmentoppor. Placements enter is acqueiste enturigationale soments or employmentopor, rities, develop on campus and off campus employer interview opportunities to students, develop of teste relationships with employers, maintain stong relies slups with major tonits on campus including the academic units, Daken, Alumnian Il Farent Relations, Student Development, and other internal stakehold Administrated Parent Relations, Student Development, and other internal sakelog-ers. In subdition, the Placement Center Durector also has responsibility for the development and to appreciative edge aftern work positions and intensity position development, and for a growing placement operation need to graduate sades, and almost. The Otres torsis responsibile for the overall strategic discoon-placement in thefties within the University and supervises a staffed 12 protessor and clerical employees. The University: Founded in 1950 by the Matianists, the University of Dafor assistes to be one of the Mickeyst's timest covale universities, and one of the

aspires to be one of the Midwest's linest private universiles, and one of the nation's leading Catholic universiles. It offers a wide range of opportunities at challenges for a director of placement activities who wishes to work harewards.

With more than 13,000 undergraduate and graduate students in the College of Arts and Sciences, and the Schools of Business Administration Education, Engineering and Law, the University today is the largest pivale university in Olsho and one of the top ten Cathulk universities rationally. Its Research Institute conducts annually over \$38 million in sponsored research for government and industry. The University's attractive 100 are camous, within a dynamic metronolism area of more than 800,000 needs offer. campus, within a dynamic metropolitan area of more than 800,000 people often a rich living and learning environment with many cultural, recreational and educational amenities.

Qualifications: Candidates for the position should have at a minimum, a master degree and ten years of experience with progressively increasing responsibility placement antifor human resources management positions. Candidate may evidence effective interpersonal and communication skiffs, he familiar with sate of the art trends in college placement activities, have effective planning implementation, and evaluation skiffs, and the able to work with a large and varied set of individuals inside and outside of the University. Candidates should exhibit a understanding of, appreciation for and ability to contribute to the mission of a comprehensive, Catholic university.

Applications: Applications should include: (1) a fetter summarizing the candidae efficiency Applications security in currer (1) a netter summarizing mecanomies efficiently in experience, qualifications and interest in the position; (2) a complete resume; and (3) harnes of at feast three references. Application screening will begin May 26 and continue until the position is filled. Applications and nominations should be sent to.

Dr. Sam Goold Search Committee Chair School of Business Administration The University of Dayton Daylon, Ohio 45469-2226

Starting date for the position is no later than August 1, 1992. Salary is competited



The University of Dayton

The University of Dayton is an Equal Opportunity/Africative Action Employ

DIRECTOR, INSTITUTIONAL AND EXTERNAL AFFAIRS

Carnegie Institution of Washington



Carnegle Institution of Washington is a non-profit scientific research organization hosting approximately 60 full-time research faculty working in biological sciences, earth sciences, and astronomy. We operate five individual research centers in Washington, D.C., Maryland, California, and Chile.

The Institution is seeking a professional to assist the President of the institution in developing and iostering major fund-raising efforts, and to strengther institutional relationships with the scientific research and education communities and other government and private constituencies concerned with the advancement of knowledge. Other responsibilities include organizing of scientific and social events designed to increase appreciation of the institution's scientific programs, and following national and international policy issues and other factors associated with the vitality of U.S. research and

This position requires knowledge of various phases of fund raising including annual, capital, and planned giving. The successful candidate must have ten years' experience in public administration; knowledge of sclenific research, education, and public policy issues; and have professional contacts with government and private scientific research and educational communities and individuals. An advanced degree, and experience with institutions conducting scientific research is preferred. Strong verbal, written, and social solutions in important.

Salary is commensurate with experience and qualifications. Interested applicants should send résumé, including salary history to: Ms. Cady Canapp, Carnegle institution of Washington, 1530 P Street, N.W., Washington, D.C. 20005.

Equal Opportunity Employer.

Western State College

BULLETIN BOARD: Positions available

DIRECTOR OF FINANCIAL AID

of Colorado

The Director of Financial Aid reviews and implements institutional policies affecting a large portion of the College's budget. The Director will play a key role in sudent recruitment, retention, and institutional strategic planning. Responsibilities include managing daily office operations, counseling students and parents, interpreting federal and state regulations, directing an aggressive institutional workstudy program, and supervising and training staff. Those interested in applying or being nominated should:

have a Bachelor's degree and at least five years' administrative experience in financial aid—experience with Colorado regulations is preferred;
 have a strong commitment to liberal arts;
 have a thorough understanding of automated systems;
 have experience with directing multi-million dollar federal, state, and institutional programs: and

audonal programs; and have proven ability to develop financial aid strategies, procedures and

Western State College of Coforado is a public liberal arts institution with approximately 2,500 students and 116 faculty members. There are 21 majors, including the professional disciplines of education, business and recreation. The College is located in Gunnison, a mountain town of 4,600, two hundred miles southwest of Deriver.

The College strongly encourages the application of women and minorities. Salaries and benefits are competitive.

Applications and nominations are due May 22, 1992 with the appointment to begin as soon as possible after selection. Applicants should include a letter of interest, a résumé and five references, none of whom will be contacted without the permission of the candidate.

Chair, Search Committee 208 Taylor Hall Western State College Gunnison, Colorado 8123 i

Western State College, one of four of the State Colleges of Colorado, is an Affirmative Action, Equal Opportunity Employer.



Western State College of Colorado, Gunnison, Colorado 81230

RESIDENT HALL DIRECTOR

Responsibilities include: Overall administration of two residence

<u>Duties include</u>: Staff supervision, programming, advising Hali Council, implementing academic support programs, enforcing University policies, providing disciplinary preparation, supervising facilities management and acting as liaison to other Student Affairs offices.

Qualifications: Bachelor's Degree required, previous Residence Ufe experience required. Master's in Student Personnel, Counseling, Social Won. (MSW), or related field preforred. A commitment to the enhancement to Cultural Pluralism is essential.

* <u>Position requires</u>: High degree of student interaction and fastering tranment conductive to community and student development. lives openings are anticipated.

Review of applications: Will begin March 20, 1902 and will continue until all positions are listed.

Silary: 10 month appointment \$17,000; 12 month appointment

<u>Sand resume to</u>: Michael Slauenwhite, Director of Human Resources, Siste University of New York, College of Technology at SUNY Farming-Isle, Farmingdale, NY 11735. An EEO/AAE SUNY Farmingdale

Istindional Research: Director of Institulonal Research. United States Naval
Academy, Annanolia, Maryiand, The Navial Academy, annanolia, Maryiand, The Navial Academy are seeking qualified candidates to establish an Office of Institutional
Research for a two-year trial/evaluation pefield. The Director will coordinate studies
relating to midshipmen performancedates to evaluate post-sraduate performunes of Naval Academy graduates. An advanced degree in Computer Science, Mathensity or related field is desired. Previous
superspects in institutional research or staductal analysis; familiarity with military
research on an evaluation systems; and familiarity with service Academy environmeptioperations are preferred but not requered. This was preferred but not re-

international Health: Deputy Project Director—Ope Julians, 8:30-5:30. 40 hours/week.
Annas: 346-357.15 per year. Extempt notified. Manage the design and implementation of arms projects for Population Communication Services (PCS) Inmity health planning communication projects in Africa, the Near East, Latin America and the Carbicas, Supervise the chief program officers of section of most interior and sevel posters and superministron. Direct or section of most intally recultiment and selection of most intally

qualified professionals for program staff. Represent PCS with USAID and local government officials in project countries. Conduct field visits for needs assessments and project designs. Supervise and conduct training for PCS workshops. Development funding for new country/reglonal projects. Must have M.A. or equivalent in Public Health or Communications, plus five years in progressively responsible positions in Development/Public Health Communications. Candidate must be fluent in readins, writing and apeaking French. Mail résunt and copy of advertisement to: Department of Economic and Employment Development, 1100 North Rutuw Street, Room 212. Baltimore, Maryland 21201. Job Order Number: 9148973. Job Location: Baltimore.

international/intercultural Education: The School of International Training (SIT), iocated in southeast Vermont, hat one or two faculty positions with the school's Oraduals Program in Intercultural Management. This program offers interdisciplinary concentrations with an international/intercultural emphasis in sustainable development, and international education. Individuals with relevant professional caperience as managery, educators, and scholars to work as flexible faculty members in a master's degree program consisting of four phases: coursework, internable, thesis and synthesis eventually international exchange in four phases: coursework, internable, thesis and synthesis eventualition. The ideal candidate will have the following qualifications; 1) Subject matter competency to teach in one or more of the following areas: International exchange, training and human resource management, domestic (U.S.) development, policy advocacy, struction competency teaching in at least one of the programs' core courses: organizational behavior, social change or international international international international practioner/manager experience; 4)

DIRECTOR OF ANNUAL GIVING

> Western Washington University

Administer programs for recognition, cultivation and solicitation of annual donors. Duties include management of phonathons, direct mall and Presidents Club drive.

Bachelor's degree and three years' experience in fund raising required. Must have excellent oral and written communication skills with knowledge of computerized info systems preferred.

Salary commensurate with qualifications / experience. Send letter of application, résumé, and names of three

> Director of Development **Western Washington** University Beilingham, Washington 98225-9034

Director of Nursing and Allied Health



Burlington County College is a comprehensive community college serving one of the Northeast's fastest growing counties. The main campus is located in the Pinelands National Reserve of southern New Jersey. Burlington County has been rated by Outside magazine as one of the 100 best counties in the United States in which to live.

Burlington County College is seeking a Director of Nursing and Allied Health Programs.

Minimum qualifications include:

Master's degree in nursing (doctorate preferred)

• Five years of nursing program administrative and/or

teaching experience

Clinical experience as a practicing R.N.

• Current (or eligibility for) valid New Jersey R.N. licensure

Position available May 1, 1992 or by agreement.

Applications will be accepted until position is filled.

Qualified applicants are asked to submit a letter of interest and resume to:



Kenneth D. McCarty Personnel Department **Burlington County College** Pemberton, New Jersey 08068

Affirmative Action/Equal Opportunity Employer (M/W). Women and minorities are encouraged to apply.



Admission Counselor

Vassar College seeks a highly motivated individual to join our energetic, innovative admission staff. Responsibilities include national recruitment travel, intorviewing, organizing special programs, maintaining alumnae/i and secondary school contacts, and evaluation of applications. In addition, each officer is responsible for the coordination of one or more facets of the admission program.

Candidates should have at least a bachelor's degree. Involvement in admission at a liberal arts college at the undergraduate level is desirable. Salary will be commensurate with experience.

Résumé and cover letter, including names and telephone numbers of three references, should be submitted to: Thomas Antonio Matos, Director of Admission, Vassar College, Poughkeepsie, New York 12601. Position to be filled as soon as possible.

Vassar is an Affirmative Action, Equal Opportunity Employer and welcomes applications from women and persons of color.

Successful teaching experience using experiential learning/adult education methodology; 5) A doctoral degree; 6) Proven featibility and abulity to work in a team. Postition(s) begins August 31, 1992. SIT has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly linerested in receiving applications from a broad spectrum; of people, including women, members of ethnic minorities, foreign born and disabled individuals. Application deadling May 22. Send to Human Resources, School for International Training, P. O. Box 676, Brattleboro, Vermont 03302. USA.

rioyer.

International Relations: Vassar College.
The Department of Political Science sceles
to fill a possible one-year, visiting position
in international Relations, beginning in the
fail of 1992. Courses will include two introductory international politics sections, two
international international relations, two
international international relations to
international relations semious in an
area of his/her choice, and an advancedlevel international relations semious in an
area of his/her choice, Ph.D. and some
teaching experience preferred. Immediate
supplication is urged, since the position will
be filled as soon as authable candidates are
found. AA/BOR. Women and minorities
are especially excounsed to apply. Send
letter of application, vila, graduate transcript, and three letters of reconstructed allonto: Search Committee, Department of Pofilical Science, 80x 260. Vessar College,
Poughkeepsle, New York 12601. First listing.

Successful teaching experience using experiential learning/hadit education methodology: 5) A doctoral degree; 6) Proven flavibility and ability to work in a team. Position(s) begins August 31, 1992. SIT has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum; of people, including women, members of ethnic minorities, foreign born and disabled individuals. Application deadline May 22, loady duals. Application of the distribution of the strong responsible for the overall management of 50 reciprocal exchange programs, coordinating the new IL Programs Abroad organ and provide administrative support to the Director. Qualifications: Ma./Ph.D. or equivalent education and experience, polarium 3 years study abroad administrative experience or equivalent. Knowledge of foreign oducational systems. Working knowledge of French, Germag, and Spanish preferred. Salary; competitive, depending upon qualifications: Ma./Ph.D. or equivalent. Salary; online in the preferred salary; none flavored in the service with storing reproductive abroad stable strated in the certain support to the Director. Qualifications: Ma./Ph.D. or equivalent. Salary; online in the previous strategy and the previous strategy of the previous strategy and the previous strategy of the previous strategy and the previous strategy of the previous

languese Studies: Position beginning July 1, 1992. Salem-Tellayo University has a vacancy for a position in Japanese Studies. This position is for an Assistant or Associate Professor level. Terminal descent required. Major emphasis in Japanese History, Literature, Japanese Businesse Managensmi, or related subject matter. Administrative experience preferred. Send letter of interest, résumé, graduate transcripts, and three current references to Dr. Wayar H. Banfand, Provost, Salem-Tellayo University, P. O. Box 200, Salem, West Virginia 26426-0500. R.O.E./A.A. Application deadline May 30, 1992.

UNIVERSITY OF FLORIDA College of Business Administration

DIRECTOR OF DEVELOPMENT & ALUMNI AFFAIRS

The University of Florida and its College of Business Administration are seeking applications and nominations for the position of Assistant Dean for Development and Alumni Affairs.

opment and Alumni Atlans.

The University of Florida has just successfully completed the third largest Capital Campaign among public institutions in the country reising \$792 million of which \$31 million was relised by the College of Business Administration. The College enrolls 2,500 students annually and has nearly 30,000 alumni and is seeking an individual who has a bachelor's degree, annual fund-reising background, three years of demonstrated major gifts fund-reising experience, good verbal and written communication skills, and a wittingness to travel

The successful candidate will join an enthusistic and aggressive development staff of thirty professionals and be primarily responsible for major gift fund relising to include the identification, cultivation, solicitation and stewardship of the College of Business Administration's constituents. He/she will report primarily to the Assistant Vice President for Development and work closely with the Dean of the College of Business Administration.

Letters of application, to include a résumé and three references, should be malled to:

Randy W. Talbot Search Committee c/o University of Flootda Collage of Law Poet Office Box 14412 Gaineaville, FL 32604

Applications will be received until the position is filled. Review of applications will begin on May 1, 1992.

The University of Florida is an Affirmative Action, Equal Opportunity Employer

amounces the Toyota Teaching Fellowship for 1992-9J, Stipend to be determined
according to experience. Ph.D. or A.B.D.
in history, literature, anthropology or other
discipline with pronoutaced specialization
on Japan and strong interdisciplinary interess. The Toyota Fellow will teach two
courses with faculty supervision at the undergraduate level and purticipate to one or
more interdisciplinary workshops for srudunie students and faculty. Sand curriculum
vitae, a short letter suggesting plans for two
undergraduate courses and the names only
of people who may be asked for recommendations to; William P. Sibley, Chair, University of Chicago, Committee on Japanese
Studies, Pick 126, SS28 South University
Avenue, Chicago, Illinois 60637. Deauline:
May 29, 1992.

journalism: Virginia Union University rocks ffs.D./ABD for position in Communi-cations Department. Responsibilities in-clude teaching the oquivalent of twelve-fit-teen semester hours—including newtynint and broadcasting courses. Send vira and vira and

Action, Equal Coportunity Employer.

Law/Writing: Gonzaga University School of Law invites application for one or more full-time, non-tenure-track legal research and writing instructors for the 1992-1993 scademic year. Instructors for responsible for teaching legal research, legal writing, and appellent advocacy skills to first- and second-year law students. Classes involve both oral and writing critiques of numerous student writing projects. Applicants must have received at J.D. degree, have graduated in the top twenty percent of their law school class, have law review or other comparable writing experience, and have practiced law for at least two years. While helpful, prior teaching experience is not required. Applications from women and minorities are particularly encouraged. The closing date for applications is May 22, 1992. Applicants should submit a cover letter, current resume, official law school transcript, and writing sample to Professor James M. Vaché, Chair, Personant Committee, Conzaga University School of Law, P. O. Box 3258, Spokane, Washington 99210-3528. Conzaga University is an EOE/AA employer.

GEORGETOWN UNIVERSITY LAW GENTER

ASSISTANT DIRECTOR FOR STUDENT SERVICES

New Position

Georgetown University Law Center is seeking an Assistant Director for Student Services to oversee un-campus housing. Located a few blocks from the U.S. Capitol, the Law Center attracts students from over 250 colleges and universities including many foreign institutions. One of the largest law schools in the country, our community is both culturally and racially diverse, with substantial evening and graduate programs.

The Law Center will complete its Student Center by the Fall of 1993 and for the first time will offer on-compus housing to 300 students. We are seeking an individual experienced in the student housing field, and would be particularly interested in candidates with experience in professional or graduate school housing.

The Office of Student Services is responsible for promoting an environment that creates a sense of community among the diverse groups represented in the Law Center student body, staff and faculty. Its programs and services are to enhance the academic mission of the Law Center by providing opportunities for leadership development and creative inteflectual growth.

Dulies include: menagement and administration of Student Center with apartments that house 300 students; selection, training, supervision and evaluation of staff; planning and policy formulation, interpretation and enforcement for residents; room assignments, operating budget, personal and disciplinary counseling, advising and student development; coordination of building services including mail room, computer room, copy room and exercise facility; and ensuring a living environment conductive to academic pursuits, social interaction and student development.

The position requires a Master's degree in Student Personnel, Higher Education or related field with a minimum of four years' housing management and supervisory experience. The position is a full-time, live-in nun-teaching academic appointment with initial contract for one year. Salary negotiable depending upon experience. Competitive benefits package including tuition benefits.

Résumé, salary requirements and references should be sent no later than

Assistant Dean Everett Bellamy corgetown University Law Cente 600 New Jersey Ave., NW Washington, DC 20001

Georgetown University is an Affirmative Action, Equal Opportunity Employer.



Museum of Fine Arts, Boston

Director of Annual Giving, School of the Museum of Fine Arts, **Boston**

The chosen candidate will be responsible for the management of the Annual Fund and special donor fundraising. Qualified applicants must have at least five years effective experience in fundralsing with knowledge of education or education administration. Strong familiarity with fine and contemporary arts

Please send resumes to: Sandra Matthews, Employment Manager, Museum of Fine Arts, 465 Huntington Ave., Boston, MA 92118. EQE.

An Equal Opportunity Employer.

Librarys Access Services/Reference Libraries, search reopened. St. Lawrence University, in private, non-denominational libraries, and college located between the Adirondack Mountains and the St. Libraries River, is seeding a dynamic, improvative person to assume the position of Access Services/Reference Librarias. The library has a fully integrated incovative Interfaces, line, library system which includes motorated equilitions, cataloging, circulation, serials control and OPAC. Reporting to the University Librarion, the successful quaddate will have primary responsibility for the planning, evolunity, and coordination of public services for the Circulation, interlibrary Loan, and Periodicals Departments and will serve as superysor and resource person for support staff in

Leadership: Assistant Professor of Leadership: U.S. Naval Academy, Asmanolis, Maryland. The Naval Academy is seeking qualified candidates to teach Leadership courses that are based on the needs of the Naval Service. In addition, the successful gollection will be respectively. Applicant must have a minimum of three years of settly eduly as no Officer profession in TOL and TOE respectively. Applicant must have a minimum of three years of settly eduly as no Officer profession in Col. Services and collection development. Required: Ala at tenure eligible postilon. Convettive salary and federal benefit reactings. To apply, send or fax your resume to: Professor Kasel Monter, Ph.D., Department of Leadership and Lew. Stop 8B, 112 Cooper Road, U.S. Naval Academy, Angarotis, Maryland 21402-5072; Pax (410) 267-4896. Applications will be reviewed on or about 8 May 1992. For edditional air professions will be reviewed on or about 8 May 1992. For edditional information call: (410) 267-4136 118. Citizgenship required. yanced degree. 12 month contract liberal benefits faculty status with one month's vacuation. Starting date: On or before July 1, 1992, preferred. Application: The nearch committee will begin to review candidate materials on April 30, position will remain open until filled. Sept letter of premain open until filled. Sept letter of premained, and three letters of recommendation to: Margaret Gracelone, Sauch Committee Chair, Owen D. Yosing Library, St. Lawrence University a committee Chair, Owen D. Yosing Library, St. Lawrence University is committeed to festaring materials that the result is faculty, staff, student body and profession of instruction. As an Equal Opportunity, Affirmative Action Simployer, we specifically encourage applications from women, minorities and persons with disabilities.

Library: Assistant Director of Technical Services. Sourch extended, The Library of Michigan is serking an individual who will act us both the Assistant Director of Tech-nical Services and as Senior Cataloger in

HOBART AND WILLIAM SMITH COLLEGES

Director of Corporate, Foundation and Government Relations

Hobart College, for men, and William Smith College, for women, are Hobert College, for men, and William Smith College, for women, are coordinate colleges sharing one campus, one president, faculty, administration and Board of Trustees. Those highly selective filteral arts colleges with a combined student hody of 1,800 students are seeking a Director of Corporate. Fourdation and Government Relations to John a growing development team responsible for planning and executing a major fund-raising campalgn. The Colleges seek an imaginative and energetic development professional who will work equally effectively with corporate and foundation executives and with the College community. The Director works closely with the President, Provost, Deans and faculty and reports to the Director of Development.

Responsibilities include identifying, researching, cultivating and solicit-ing foundations and corporations; initiating proposals; establishing and meeting fund-raising goals; and managing the Corporate and Foundation Office.

Qualifications include a bachelor's degree, at least 3 years' experience in fund raising or a related field, demonstrated experience in proposal writing. Frequent travel required. Background in science desirable.

Sand nominations or applications, with a letter explaining your interest in this position and ways in which your current position and/or past experiences relate; a résumé; and the names of three references by May 8, 1992

Mrs. Sarah B. Yaucoy Chair of the Search Committee Alumni House Hobari sard William Smith Colleges Geneva, New York 1:1456-3397

Hobart and William Smith Colleges are equal opportunity employers



DIRECTOR OF RESEARCH School of Nursing East Carolina University

Applications and nominations are invited for the position of Director of Research in this large NLN accredited School of Nursing. Responsibilities include conducting research, fadilitating faculty research, preparing proposals, collaborating in research with clinicians, and teaching as appropriate. Successful candidate must hold a doctoral degree and demonstrate evidence of published research. Master's in nursing and three or more years' experience in nursing or health science research are preferred.

East Carolina University is part of the University of North Carolina system and is located near the Atlantic Coast in a rural area. The School of Nursing, along with the Schools of Medicine and Alied Health, is a part of the Division of United North Schools.

Screening will begin April 15, 1992 and will continue until the position is filled. Letter of application, transcripts, vitae, and the names of three references

Dr. Martha Keehner Engelke, Chair Search Committee for Director of Research East Carolina University School of Nursing Greenville, North Carolina 27858-4353

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

the Catalogina Section. Reaponalbilities will include aupervision and management activities, as well as original catalogina in an environment of automated bibliographic control using OCLC and NOTIS. Master's degree in Library Science from an ALA-accredited program. Minimum of three years' experience in catalogina, Minimum of three years' supervisory experience. S13.46-52.66 per hour improvalmently \$11,940-845,881 annual) plus excellent finate benefits, interested persons should submit letter of application and resumé by \$30 p.m., 30 April 1992, to: Ms. Robin Van Mailos, Forsonal Administrator, Library of Michigan, 717 West Alicana, Lansana, Michigan 4899, Equal Opportunity, Equal Access Employer.

Roual Access Employer.

Library Cuachita Baptita University seeks applicants for faculty-status position of Reference/Circulation Librarian. Duties faction general reference for andergraduates and factility of liberal arts college, bibliographic instruction, and supervision of automated circulation functions. Involves some night or weekend bours. ALA/accredited MLS required. Preference for automation experience (University has integrated CLSI system) and provious experience in an academic library. Applicants must be in sympasity with school's commitment to Christian higher education. Solary commensurate with quasifications. Fringe benefits parkage competitive, including free mittion for college-aga depondents. Available 15 August (expotable) pending funding. First consideration due 13 May. Setul relaume, transcripts and three letters of recommendation to Dr. Ray Granade, Bentist University, Arkaderphia, Arkansas 71998-0001.

public-services oriented librarian to join its reference staff. The position includes the following responsibilities: Develops the University Library's bibliographic instruction program, promotes and provides instruction grogram, promotes and provides instruction in library use and bibliography, develops instructional program; use and bibliography, develops instructional materials; participates in hill-range of reference activities, including reference deak service, online desirabase searching and collection development for one or more academic programs; works sogne regularly-scheduled night or weekand hours; supervises circulation/reserves staff. Qualifications: ALA-accredited Mil.S and academic library reference experience, including conline searching required; teaching experience and experience with an automated circulation system highly desirable; excellent organization, planning, interpersonal, and oral and written skills. Twelve-month faculty appointment, tentre-track with rank of Assistant Professor, aslary competitive. Position reports to the University Librarian, Washington and Lee University has recently implemented the lunovative interfaces automated library system to support the online catalog, circulation, serjais, and acquisitions for the University Library and Law Library. The University Library has approximately 400,000 volumes with a staff of 20 FTE. Send letter of application, résurad, sad names of at least three references with phone numbers to Barbara J. Brown, University Librarian, Washington and Lee University Librarian, Washington and Lee University Librarian, Washington and Lee University, Lexing-tion, Virginia 24450. Equal Opportunity English and equipment of applications will be and library; Reference Librarian Committed and the position is filled.

some University. The Pollen Library seeks a versatile seneralise for a faculty rank, tenure-irack position to: provide high quality receivance service, locksdina some olight and weeksad boors, to a diverse population of library users in a demanding, altrodation of library users in a demanding, altrodations, urban epriponenes; leach in an agive programme and graduate students; participate in a variety of electronic reference services, including some fee-based online searching; propare bibliographics and work on other special assignments as an accident pursue university and professional activities, including research and quiblication. Activities span a broad mane of academic disciplines, with an emphasis on business, social sciences, education, and the humanities. Reference librarians work extensively with an online custos and CD-ROM databases, as well as other computerized and traditional sources. The Reference Departace (15 fibrarians and 7 support staff) also acatemic specifically long, soverament documents and a map collection. Qualifications: Regulared qualifications include; an

PRODUCT MANAGER Peterson's Graduate Enrollment Service

Peterson's, an information services company specializing ineducated and career information, has an opening for a Product Manager force Graduate Enrollment Services. This position is responsible for

- Developing and managing services to meet the needs of produce dmission professionals
- Developing and implementing strategies to market Peterson's Grad
- uate Enrollment Services to graduate schools and department Providing sales and client services staff with the background in t tion and training on the graduate admission field to enable them to get the needs of their clients
- Developing marketing materials to promote Peterson's Gridus
- Developing and implementing systems to help clients enhale to effectiveness of products and services
- Organizing seminars and workshops for the benefit of graduate admission professionals

Representing Peterson's at graduate professional association median

EXPERIENCE REQUIRED: Bachelors degree (advanced degree preferred) with 5 years experience in business/academic administration and at least 2 years experience graduate admissions with particular emphasis on doctoral admission candidates. Must have excellent communication and presenting skills, must be flexible, have strong analytical and organizational state and be willing to travel. Needs a working knowledge of PC production tools, including spreadsheet, database and word processing and by to apply them to business functions.

This is an outstanding opportunity to join a progressive, fast-peeds a growing organization. We offer an excellent bonefit package and sain commensurate with experience. If interested, send restate a sain requirements to Thomas H. McGee, Vice President, Humi ources, Peterson's, PO Box 2123, Princeton, NJ 08557 2123. EOE, M/F.

DIRECTOR OF THE LIBRARY

Hiram College, an independent, coeducational and selective undergradural liberal arts college in Northe-astern Ohio, invites applications for the post of Director of the Library, Responsibilities include development, organizate, and operation of the library and campus media services. Planning for the building and automation of library operations will be high priorities for the person. Hiram College has a pro-active stall of eleven, a collection of 1600 volumes and is a selective government depository. The College with 90 traditional students, 275 additional FTLs students in its Weekerd College at 80 faculty members places the faculty/student relationship at the center of mission and expresses this mission through such innovations as its intestal plinary curriculum and excellent study abroad programs.

Applicants should have at least a Master's Device in Library Science; additional students.

Applicants should have at least a Master's Degree in Library Science; additional is preferred. An additional subject degree outside the discipline of least science is desirable. The applicant should also have a minimum of sevenyer library experience, of which, at least three should have been in an admission to experience in library automation/consisting are particularly invited to apply. Familiarity with the philosophy of library education and an ability to work in a small, cooperative environment with an asset. The Director of the Library reports to the Vice President and Academic Dean of the College.

Salary is competitive and benefits are excellent interested applicant shall submit a letter of introduction, resume, and three references to Segler Zabor. Library Search Committee Chairperson, Hiram College, Hiram One 44234. Review of applications will begin May 8, 1992 and will continue the position is filled. Hiram College is an equal opportunity employe at encourages applications from women and minorities.

reference specification system high with an automated circulation system high with a state of a specification system high with a state of a specification system of a specification system of a specification system of a specification system of a supervise and seculation system of supervise and seculation system of supervise and seculation system of supervise and seculations for the University Intervise a successful constitution of the Indoorative interfaces sustained bibrary system to support the colline caralog, circulation, serials, and acquisitions for the University Library and Law Library, The University Library and Law Library, The University Library and Law Library to University Library and Law Library Librarian, University Librarian, Un

Ubrary: Life Sciences Reference Librarian/
Coordinator of CD-ROM Services. Under direction from the Head of Reference, provide general reference service in all disciplines and specialized information and research services to faculty, staff and sludenta in agriculture and ille selences. Assumes active role in developing clientbased services, evaluates and implements active role in services; instructs
clients in the use of research materials. Coordinates CD-ROM services; assists in
training staff, selecting and maintaining
equipment, evaluating networking options.
Parjicipatos in library planning and is active
professionally. Opadifications: ALA-accredited MLS; densonstrated interpersonal

Diversity is Employer.

Library: Friends of the Uhrary Eurobi
Director. Under director from the Joseph Collection Managaman, and winds Collection Managaman, and the closely with the Director of Library is blements policies and Froil Born the Friends of the Library (Friends and the Joseph ates and implements annual and grant through the Collection of the Library Inc.

Colleges have it all: Top level salaries among the highest in the nation and

OPEN ACCESS TO EQUAL ACCESS

ellent traige benefits; recognized

protessional working environments

heart of the "sunbelt" and is

recreational opportunities.

unsurpassed for its living and

reasonable living costs from the coast to the high sierras. California is in the

nation's best faculty members and put

than 18,000 job openings. The Registry

now accepting applications which

them in direct contact with the more

CALIFORNIA'S COMMUNITY COLLEGES 18,000 New Faculty Positions

RIJLLETIN BOARD: Positions available

By The Year 2005 In the next decade or so, the world's in hirgest economy will have the tool ethnically diverse population in he world. To maintain our position in a global economy. California must have he be a trained workforce available. Only a faculty dedicated to quality and cellence and able to communicate the diverse student population can nake ihis happen.

will be placed on a community college The California Community faculty computer network linking all Colleges are in the forefront of this rducational explosion. Now serving 1.4 million students, the 107 California 107 community college personne offices to use in their faculty Community Calleges are projected to serve a student population of more than 1.8 million students by the year 2005. At least to new community college campuses will be built and established ampuses will be expanded to meet the ed to train students in Associate Degree and rechnical training certificat programs More than 18,000 new faculty positions will be filled in the pest 15 years.

generally is a masters degree in subject or equivalent) for academic discipline and an associate degree with six yearof related occupational experience for vocational disciplines, Possession of a alid California Community College Credential meets these requirements Other locally established equivalents ntay apply.
The California Community

Sam Houston State University

Department of Residence Life

Residence Hall Director

Sam Houston State University, with 96 undergraduate, 79 graduate, and one doctoral program, is the 10th largest state-assisted institution of higher education in Texas. Approximately 13,000 students and 450 full and part-time faculty enjoy the advantages of picturesque Huntsville, Texas (rated as one of the best small cities in America), and chose proximity to the Houston metroplex, 60 miles south of campus.

The Department of Residence Life is committed to the education and development of our diverse resident population of 3,300. The Residence Hall Director position includes responsibility for the operation and administration of a residence hall or complex of buildings composed of 220-500 residents, saffed by 4-9 Resident Assistants and/or desk workers. Duties include advisement of hall council, coordination of programming, counseling/referral, discipline, as well as assignment to an additional departmental area of responsibility. Compensation is \$13,980-\$15,480 for a 12-month appointment, furnished apartment, full meal plan during long semesters and an excellent benefits package.

Applications will be accepted until all positions are titled. To begin the application process, applicants should send a letter of inquiry, résumé and names of three references to:

Department of Human Resources

Sam Houston State University is an Equal Opportunity, Affirmative Action Institution

ops and coordinates a wide variety of Fliands avents. Manages daily operations and participates in planoing for FOL office, arends meetings of the Libraries Department Heads, Onalifications: Baschelor's in relevant fetch; excellent communications tallis; demonstrated capacity for leaderable, indivitive, creativity and teamwork, referred. ALA-accretized MLS or other relevant advanced degree; successful fundarian superience; knowledge of non-profil organizations and public relations; experience with and papeciation for the role of ibraries in higher education. Minimum salety, since and accretized management goals, objectives, strategies, performance criteria and materials budgets, referred with and papeciation for the role of ibraries in higher education. Minimum salety, since the library's publications and public relations; experience, with and papeciation for the role of ibraries in higher education. Minimum salety, since the library's publications and fund-raising programs. Requirements, Adaps, vacation, lating and fund-raising programs. Requirements, and materials budgets. Participates in the library's publications and fund-raising programs. Requirements, and materials budgets. Participates in the library's publications and fund-raising programs. Requirements, and materials budgets. Participates in definition, submanagement policy, public and technical service programs and to establish collection management goals, objectives, strategies, performance criteria and materials budgets. Participates in definition, submanagement services of his participate in definition, without comments and fund-raising programs. Perfect programs and to establish collection management policy, public and constitutions. Superiors and constitutions, submanagement goals, objectives, strategies, performance criteria and materials budgets. Participates in definition and the submanagement services at a research library in the library is a submanagement services role in multi-lingual research library environments, lagnificant professional

Twenty-two days 'wacation, thirteen days sick leave annually. TIAA/CREF or other retirement options, usual insurance benefits, no state or local lacome tax. Send letter of application with complete, recent resume and names, addresses, and phone numbers of three professional references by June 30, 1992 to: Mari Bussell, Library Personnel Officer, George A. Smathers Libraries, 370 Library West, Gainesville, Florida 32611.

Library: Libraries Director. Liberal arts college seeks a librarian/administrator to supervise college library, curriculum library and media center. Dutles lociude establishing policies and procedures, grantwritina, service on scadenic affairs coupcil, and management of library staff. Custifications include MLS and administrative experience at college level. Salary competitive; comprehensive benefits. Starting date is july 1. Sept letter of application, résume and references to: Tr. Victor Mezaruse, légual Science College, 1500 College Ave.

resource. The NCSU Libraries is a member of the Association of Research Libraries and the Center for Research Libraries. To sonly: Applications will be accepted unspecific to the solid solid selection of silied; candidates are secoursed to apply by the initial review date of the solid selection of

Userry Head, Latin American Collection and anis American Bibliographer, George A Saniser, Limareles, University of Florina Responsibilities, University of Florinates and provides administers, coordinates and provides addership for the Latin American Collection (LAC). Acts as chief like between Libraries and Center for used, procedure, Sanises. Determines and chief the Latin American Collection and strategies to enhance LAC augment of the burpanties and

Colleges are affirmative action/equaopportunity employer institutions.

Some Great Faculty

The Chancellor's Office of the California Community Colleges is eeking applicant employment data trong analysidads interested in teaching or administrative positions in one of California's 107 Community Colleges the Registry is particularly interested in ed group members The California Community College including the handicapped, ethnic/facia Registry has been developed to find the orifies, women and veterans.

> Coordinator, Faculty and Staff Diversity Recruitment California Community College System Registry P.O. Box 4085 Modesto, CA 95352 (209) 527-3616

eruitment programs.

If you are interested in career employment or promotional tunities as an administrator faculty, or staff member, please complete the coupon below and mail in to the address indicated. A Registry The minimum academic requirements for teaching posit

Minority Affairs

UIC The University of Illinois at Chicago

ninistration of staff, development and lementation of recruitment and releat strategles, Industrial relations and program three years' experience in student personnel of minimum two years Experience working with African-America Latino, and Native American students is

of Minority Affairs College of Engineering (M/C 159)
The University of Illinois at Chicago Box 4348

The University of Binots is a Opportunity Employer

Innovative doctoral program in secondary learning disabilities. Annual stipend—\$18,000, tuition expenses; tarvel expenses to national conference; annual research budget. Focus on scholarly research, product development, system change. Master's degree required. By May 1, send letter and résumé to: D. Deshler, Dept. of Special Education, Univ. of Kansas, Lawrence, KS 66045.

que West, Ladyamith, Wisconsin 54848.

MSC is an equal opportunity employer.

Librarys Reference Librarian. Description: Working with a reference staff of four or more, the incumbent will share duties to include information service usins spinted sources and CD-ROM products, bibliographic and other sudes, computerized literature searching and collection development. Will serve as a subject area bibliographer and lialson with one or more seademic departments. The work week is 37-1/2 hours with some evaning and weekend work required. Qualifications: Required: Measter's degree in Library or information Science from an ALA-approved program and abood communication skills. Frofessional experience in an academic library with at least 5 years as a reference librarian. Demonstrated shilly to interact effectively with staff faculty, students and other patrons. Desired; experience with automated applications in reference, pervices and

College of Engineering

The preferred starting date is Fall 1992. Review of applications begins June 15.

Chair, Search Committee for Director Chicago, Illinois 60680

University of Kansas

cooperative programs. Sulary: Commencerate with qualifications and experience. This is a twelve-month appointment with faculty rank, Uberal vacation, state or TIAA retirement program, and agout health and life insurance. Filing desdition May 15, 1992. Postdoor available: July 1, 1992. Procedure: Send résumé, three pressional references, and transcripts of all carned degrees to: Alena C. Young, Director of Ebrary Services, F. D. Birlord Library, North Carolina A&T State University in state and send and the state of Ebrary Services, F. D. Birlord Library, North Carolina A&T State University is a state land-grant institution serving a student population of approximately 7,000 in a wide range of backnets of the proximately 7,000 in a wide range of backnets of Library belidings include more than 794,000 volumes and rebuted tierns.

cooperative programs. Salary: commensurate with qualifications and experience, and the hospitals and commensurate with qualifications and experience, and the hospitals and commensurate with programs. Salary: commensurate individual and commensurate with the learning center staff of 9.0 EFT. This de
160,000 vokumes including 5,000 and ovigu-

al to lead a microcompuling and media learning center staff of \$0.0 EFT. This department herd is responsible for managing a variety of commuter-based programs which include the Microcomputer Labs, CAI support, desktop publishing, the department LAN and the media section of the library's online ratalog, as well as the audioviated bardware and software collections. Qualifications: ALA accredited Manter's; experience in a health sciences and/or accidence firmary; highly desirable is experience in or knowledge of local area networks, mile procomputer user support, smithing computer hardware configurations and a variety of software packages, experience proved ability to work in a team environment and strong communication and interpersonal skills. The Medical College of Georgia is a livelih accineces university acrying the Schools of Medicine, Dentistry, Nursing, Allied Health Sciences

and ctinks. The Library contains over 160,000 volumes laculains 3,000 audiovisuals and receives 1,500 current journs titles. Automation is based on the Georgetown Library lotormation System. The Library staff work in a microcomputer-based environment allowing for a totally integrated serverising of functions. Faculty satus and rank commengurate with experience. Competitive benefits package, including State or TIAA/CREF retirement programs. 40-bour work week, 21 days' vacation, 12 days' state teave, 8 techeduled holidays, 4 unacheduled holidays, social security and group health and life insurance. Salary 528-10,000. Applications (to include three references) received by June 1 will recoive full consideration. Send résumé and specific inforosation relating to the position recurrements to: D. Kay Rands, Administrative Manager, Ozemblait Library, Medical College of Georgia, Augusta, Ceorgia 10912, 4400. EOS/AA.

SAN JUAN COLLEGE **ADMINISTRATION POSITION OPENINGS**

San Juan College is one of the largest two-year comprehensive community colleges in New Mexico and offers academic, occupational and community service programs. The college serves 3900 students in San Juan County as well as the Four Corners area of New Mexico, Arlzona, Utah and Colorado.

DIRECTOR OF INSTITUTIONAL RESEARCH, **GRANT DEVELOPMENT AND PLANNING**

The position reports directly to the President and is responsible for designing, conducting and analyzing studies relating to the institutional mission, enrollment, attrition and facilities. He/she will coordinate institutional data submitted to external agencies. She/he will coordinate and write institutional applications for federal and foundational grants. He/she will maintain institutional information for college planning and assist the President's staff in the development and refinement of the planning process, and will also coordinate projects as assigned

A Master's Degree in educational research or related area required, doctorate preferred, five years professional work experience in a similar position also required. Successful record of grant writing preferred. Must have excellent organizational and communication skills. Should possess competent computer statistical and data management skills. Start Date: August 15, 1992

DIRECTOR OF INSTRUCTIONAL SUPPORT AND TECHNOLOGY

The position reports directly to the Dean of Instruction and is responsible for supervision of instructional computing resources, library services, cooperative education, student job placement, and area vocational school. He/she will review experiential credit application, coordinate the county-wide in-service program for public school districts, act as liaison with State Department of Vocational Education and local school districts, recommend and monitor division budgets. She/he will assist the Dean of Instruction in new program development, faculty development, outcomes assessment, and other administrative duties.

A Master's Degree in higher education administration, computer-based education, education technology or related field required, doctorate preferred. Five years of successful community college teaching and/or administrative experience also required. Start Date: June 1, 1992

DIVISION DIRECTOR - HUMANITIES

This position reports to the Dean of Instruction and is responsible for administering the affairs of the division in addition to teaching 3-4 credit hours per semester in one of the division's disciplines. Academic disciplines include anthropology, art, broadcast communications, drama, early childhood education, English, history, physical education, police science, psychology, curriculum of the division, conducts division meetings, and participates in a variety of college

A Master's Degree in one of the disciplines taught in the division and a minimum of five years of combined teaching and administrative experience at the division level is required, preferably at a community college. A doctorate in higher education administration or curriculum is preferred. This position is 12-month, professional. Preference will be given to candidates who demonstrate skills in integrating instructional technology, especially computers, into the instructional delivery systems. Start Date: July 1, 1992

All candidates must submit 1) San Juan College application, 2) a letter of application illustrating how the candidate meets the above listed qualification requirements, 3) college transcripts, and 4) 3 current letters of reference.

CONTACT: Personnel Director San Juan College 4601 College Boulevard Farmington, NM 87402 1-800-232-6327 (505) 599-0215 FAX: (505) 599-0385

POSITIONS OPEN: April 1, 1992 POSITIONS CLOSE: April 30, 1992 San Juan College is an Equal Opportunity Employer

ANGELO STATE UNIVERSITY

San Angelo, Texas

HEAD LIBRARIAN

DATE OF APPOINTMENT: August 26, 1992 SALARY: Up to \$51,000 annually. This salary is dependent on qualifications and experience. Attractive University fringe benefits will be provided.

cations and experience. Attractive University fringe benefits will be provided.

RESPONSIBILITIES: The Head Librarian is responsible for all phases of library operations, including automation, budget, collection development, staff supervision, management of the facility, long-range management, and continued development of computer-based library systems and consumer expensive services.

THE UNIVERSITY: Angelo State University was recognized as one of the top ten "Up and Gemers" among regional universities in American higher education in U.S. News and World Report's 1991 College Guide, America's Bost Colleges, based upon a reputational survey of the nation's college presidents and deans. The University has one of the most modern and attractive campuses in the nation and is fully accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award degrees at the associate, bachelor's and master's levels. The University student body of approximately 6,130 rasks first among regional universities in Texas in the high percentile making of enturing fireshmen in their high school graduating classes. The University allers one of the largest and most distinctive ucademic scholarship programs in the nation. The library has holdings of approximately 1,000,000 items, including 260,000 volumes, 550,000 microforms, 240,000 government documents, and subscriptions to 1,030 periodicals. The staff, in addition to the Head Librarian, includes five prolessional librarians and twelve staff employees. The Head Librarian is on a 12-month administrative appointment and reports directly to the Vice President for Academic Affairs.

QUALIFICATIONS Master of Library Scionce from an ALA accredited expenses with a mid-instructive procession of the library and accredited expenses with a mid-instructive procession.

rectly to the Vice President for Academic Alfairs.

QUALIFICATIONS: Master of Library Science from an ALA accredited program with a minimum of five years' academic illurary administrative experience, preferably as a director or associate director. Strong leadership, communication, and supervisory skills, and ability to work effectively with all components of the university community. Demonstrated success in plauning, organizing, staffing, coordinating, reporting, hudgeting, and providing effective library services. A demonstrated knowledge and/or experience with both public and technical services is required, as well as the ability to guide the library's involvement in an autumated system. Exportence with library building programs desirable.

APPLY TO: Dr. Bernard T. Young
Vico President for Academic Affairs
Angelo State University
San Angelo, Texas 76900
(915) 942-2165

APPLICATION DEADLINE: Open, but may be closed at any time after May 11, 1992.

AN EQUAL OPPORTUNITY EMPLOYER



Director of Grants/Government Relations

CCSU seeks a professional to manage and expand a comprehensive grants program of federal and state plus private and corporate foundation funding in support of academic research and programs. Send a resume and letter of interest to:

H. Ken DeDominicis, Vice President for Institutional Advancement, Corpus Christi State University, 6300 Ocean Drive, Corpus Christi, Texas 78412. For more information: (512) 994-2420; FAX (512) 993-4204.

CCSU is an affirmative action, equal opportunity employer.

sity of California, Riverside, Rosponsibilities include performing original and copy cataloging of newspapers in OCLC, and reviewing cataloging copy for adherence to standards established by AACR2, LC rule for the control of the co

SANTA CLARA UNIVERSITY **Director of Financial Planning** and Budgeting

Santa Clara University seeks applications and nominations for the posi-tion of Director of Financial Planning and Budgeting. The position re-ports to the Vice President for Business and Finance and its the primary staff position responsible for resource allocation and financial planning. The Director will work with the President's Council and the University Budget Committee in the preparation of capital and operating budget and be responsible for financial analysis and strategic fiscal planning. A bachelor's degree in husiness, accounting or a closely related field and considerable experience in financial management in a complex organization are required. An MBA and university experience are desirable. The successful candidate will possess excellent communication and presentation skills and have domonstrated managerial and supervisory experience.

Santa Clara is a Jesuit, Catholic comprehensive university incated in the heart of Silicon Valley. Founded in 1851, it is the oldiest institution of higher education in California. Current enrollment is 7,700 undergraduate, graduate and professional students. Santa Clara has an annual operating budget of \$115 million and an endowment of \$135 million.

Applications received by May 15, 1892 will be assured consideration. To apply send a letter of application, résumé and the names and telephone numbers of three references to: Human Resource Management Department Sania Clara University 500 El Camino Real Sante Clara, Celifornia 95053

Santa Clare University is an equal apportunity, affirmative action em-player, committed to excellence through diversity, and in this spirit, particularly welcomes applications from wamen, persons of color, and members of other under-represented groups.



DIRECTOR OF DEVELOPMENT

School of Education

The Director of Development, School of Engineering, reports to the Executive Director of Davelopment and works closely with the Dean of the School. Responsibilities include the development and implementation of fund-raising strategies for the School, direct cultivation and solicitation of prospects (individual, corporation, and foundation), and supervision of development staff in the School of Engineering.

Bachelor's degree required; graduate or professional degree preferred. Five to seven years' progressively responsible experience in fund raising, including major giffs and campaign experience, preferably in higher education. Salary competitive and commensurate with experience. Attractive benefits package includes tuition reduction for sell, spouse, and dependent children. Send résumé and letter of interest by (3 weeks after publication date) to:

Director of Administrative Services Office of Development 500 Cratg Hall University of Pittsburgh Pittsburgh, PA 15260

Previous applicants need not re-apply. The University of Pittsburgh is an Affirmative Action, Equal Opportunity Employer, AA/EOE.

COUNSELING

Predoctoral Internship, Colgate University Counseling & Psychological Services: Ten-month, full-time paid internship for a person who has completed graduate course work including supervised clinical experience. Preference will be given to advanced doctoral students in clinical or counseling psychology; the minimum educational requirement is a M.Ed., M.A., or M.S.W. Position offers supervised work—inclinical psychotherapy, primarity, with opportunities for group therapy, consultation and outreach—in a clinic providing mental health services to a small, private liberal arts institution. Research interests encouraged and supported.

Appointment begins August 10, 1992; stipend \$15,000, plus generous bene-fits. Application should include vita and references. The review of applications will begin immediately and continue until the opening is filled. Applications and inquiries to: Ruth Beach, Ph.D., Associate Director, Courseling & Psycho-logical Services, Colgate University, Hamilton, NY 13346-1398.

An Equal Opportunity/Affirmative Action Employer, Women and minorities are encouraged to apply.

University bousing and tuition examption | side, Responsibility for self and family, Send resume, fining names, addresses and phose numbers of three references to: Kathleen Witabire, Director of Personnel, Box 35 Butler Library, Columbie University, 33 West 114th Street, New York, New York, 10027. We are especially interested in minority applications in May 30, 1992. An Affirmative Action, Equal Opportunity Employer. Libraryi University of California, Riverside, Center for Bibliographical Studies and Research manages four major projects of international atsadieance. One of these, the California Newspaper Project (CNP), is part of a native standard to provide a complete record of surviving newspapers published in this country. Newspaper Project (Librarian appointment salary range: 135,038-318-496. Associate Librarian appointment salary range: 1111. Position description: This position is located at the California State Library in Sacramento and reports to the Assistant Director for the Cniffornia Newspaper Project, Center for Bibliographic Statellas and Rassearch, University of California, River-

side. Responsibilities include performing original and comy cataloging of newspapers in OCLC, in accordance with AACR2. LC rules interpretations, the CONSER Editing Guide, USNP Newspaper Contacting and Union Listing Manual and the California Newspaper Project. Initially, the position will catalog newspapers on mercolium in the collection of the State Unrary of California; subsequently, the position will conduct fieldwork and cataloging of newspapers in the northern period of the state. The position will also evaluate microfilm for preservation and complete condition reports. The position will also evaluate microfilm for preservation and complete condition reports. The position will also evaluate microfilm for preservation of union list records in OCLC and in other assigned duties. The position will assume additional responsibilities relative to the mission of the project. Qualifications: Respired; MLS project. Qualifications: Respired; MLS project. Qualifications: Respired; MLS project. Cataloging experience. Preferred; Cataloging experience usins the MARC serials format and AACR2; experience with OCLC as well as languages; or newspapers in California. Send interes professional references: Professor in Professor in Professor in the professor in three professor in the professor

Director of Communications Services

Under the general direction of the Assistant ViceChange for for Information Technology Services (ITS), the Direction for of Communications Services will be responsible by UCSE's multi-faceted communications organization wib a budget of \$8,000,000 and 20 FTE in three function areas. This position is part of the senior management law of TIS and is responsible for UCSF voice, data, and reworking services.

The Communications Services department is responsible for the planning, installation and management of a wide area network ("campus backbone") which provides data communications services via network prolocols such & TokenRing and Ethernet, as well as supporting the net work hardware and communications software needs of clients who achieve connectivity to the mainframe by means of datapaths and modems. In addition, Commun cations Services is responsible for the provision and main-tenance of all services based on the 10,000 plus line Packet 100 digital switching system.

Qualified candidate will have the ability to manage highly complex WANS and a highly technical staff; establishard manage multi-million dollar budgets; communicate effectively with a diverse set of clients. You'll also need experience providing enterprise-wide voice services. We prefer a background in a higher education environment, with a related BA/BS and 6 years in a combination of voice and networking technology and equal experience in a management position.

Apply to UCSF Personnel, 1350 7th Ave., SF, CA 94143. Refer to Job #CC2E95877. aa/coe/mfdv.





University of Arkansas for Medical Sciences

CONTROLLER

The University of Arkansas for Medical Sciences invites applications in the position of Controller.

RESPONSIBILITIES: The Controller reports to the Assistant Vie Cha-cellor for Pinancial Services and is responsible for general and sponsed programs accounting, accounts payable, financial analysis and reporting audit management, appropriations management and regulatory compl-

QUALIFICATIONS: Accounting degree and five years' higher eluction fiscal management experience required; MBA or CPA and experience in an academic health aciences center preferred. The successful condidate will demonstrate broad based fund accounting experience and knowledge of current accounting and financial reporting standards in colleges and universities; extensive knowledge of financial information systems; and, excellent communications and interpersonal skills. Mission and accounting the property of the particular systems.

APPLICATIONS: Send a letter of interest, a résumé and the numbers of at least three references to:

Mary Nell Donoho, Assistant Vice Chancelor for Financial Services University of Arkansas for Medical Sciences 4301 W. Markham, Slot 633 Little Rock, AR 72205

Deadline for applications is May 15, 1992.

UAMS is an equal opportunity employer.

Library/Lawi Foreign, Comparative, and International Law Librarian. Duties: Reference service: selection of foreign, comparative, and international materials; faculty liaison service; legal research instruction; puscellaneous duties as assigned. Reculterments: M. I. S. foreign equipalent) gulrementa: M.L.S. (or foreign equivalent) from an accredited institution; minimum of three years of relevant law library collection development and reference, experience; working knowledge of one foreign language, preferably German or Snanish; commitment to faculty and student research and service needs; excellent communication skills; ability to work as part of a team; record of active professional participation and self-motivation. Preferred: 1.D. (or foreign equivalent) from an accredited institution strongly preferred (significant experience may be substituted for the institution strongly preferred (significant experience may be substituted for the J.D.); knowledge of foreign, comparative, and international law strongly preferred; working knowledge of several foreign languages; atrona bibliotarphic skills; refevenat exching experience. Salary commensurate with qualifications. Available: August 15, 1992. Send application lefter, résumé, and names, addresses, and phone numbers of lince references to Suzanne Thorpe, Assistant Director for Public Services. University of Minneapolis. Minneapota 34353, Applications must be received po laier than August 15, 1992. The University of Minneapolis. Minneapota 15, 1992. The University of Minneapolis. employer. Women ame strongly encouraged to apply.

Management: Assistant/Associate of fessor of Management effective large fessor of Management effective large fessor of Management effective large festor fessor for Management effective large festor fessor festor festo

FAIRFIELD CONNECTICUT

Established in 1963, Sacred Heart University is an independent Catholic comprehensive university in beautiful Fairfield, Connecticut, serving a student population of about 4,300 students. In the third year of implementating a comprehensive expansion plan, the University has experienced a surge in both applications and enrollment and is adding residential housing, an athletic/recreational complex and is enhancing its academic programs. Sacred Heart University announces the opening of the position of Director of Athletics.

DIRECTOR OF ATHLETICS

As university athletic programs nationwide are confronted with budgetary reductions, Sacred Heart University has instead embarked on an aggressive athletic expansion plan. In the Fall of 1990, three new sports were introduced; football, men's lacrosse and women's soccer. In September of 1992, we will add men's and women's bowling and golf, men's cross country as well as women's field hockey and lacrosse. As we continue our aggressive expansion plan to build a premier program in NCAA intercollegiate athletics, we are looking for an enthusiastic visionary leader with athletic and administrative experience to oversee intercollegiate, intramural, club and recreational programs.

The Director will report to the Vice President for Enrollment Planning & Student Affairs and will be involved in determining the strategy for the University's athletic programs. This individual will also help to finalize the planning for the new \$13 million athletic/recreational complex and will lead the University in the analysis of its current NCAA membership classification. Candidates must hold a Bachelor's degree with further study preferred. A demonstrated ability to manage facilities and a comprehensive knowledge of state, federal and NCAA rules and regulations are essential. Effectiveness in the recruitment and retention of student-athletes, strong interpersonal and communication skills as well as a keen ability to work with the press and other external constituents are basic requirements for this position.

Qualified applicants should submit a letter of application, 2 copies of a resume and references by May 15, 1992 to:

Office of Human Resources Sacred Heart University 5151 Park Avenue Fairfield, Connecticut 06432-1000

TACOMA

Director of Pierce Regional Occupational Technical Education Cunsordium. Responsible to oversee implementation of Tech Prep program in Pierce County, Washington state. Assures accomplishment of activities and objectives of the consortium project. Be required, MA preferred. Additional information and application materials may be obtained from: Human Resources, Tacoma Community College, 5000 South 12th Street, Tacoma, Washington 98465; (206) 566-5014. In order to be guaranteed consideration, applications must be received in the Human Resource Office by 4:30 p.m. on May 1, 1992. Minority candidates are encouraged to apply. AA/EOE.

COMMUNITY



Sacred Heart University is an Affirmative Action, Equal Opportunity Employer. Women and Minorities Encouraged to Apply.

Azusa Pacific University is seeking applications for a full-time faculty appointment to teach a bread range of courses at the graduage level. The 34-unit Desree Program in Marital and Family Therapy prepares students for state licensure in California. Henous 200 students are enrolled in the program at four sites in Southern California. Paculty responsibilities include teaching and the traditional range of faculty dities. The position requires a doctorate in marital and family therapy or clinical psychology with an emphasis in marital and family therapy or clinical psychology with an emphasis in marital and family therapy, colless, teaching, and clinical experience. Azusa Pacific University is a distinctively Christian, occlusational liberal arts university accredited by the Western Association of Schools and Colleges. Send a letter of inquiry to Dr. Patricia Bonner, Dean, School of Education and Behavloral Studies, Azusa Pacific University, 91 East Alosta, 9. O. Box 7000, Azua, California 91702-7000. Women and minorities are exocurable to aprily.

Princeton University has the following career opportunities available:

Director Of Communications And Publications

This position at the Woodrow Wilson School of Public and International Affairs, will be responsible for producing the School's diverse publications, including catalogs, newsletters and special brochures, and for managing the School's relations with the media. Identifies newsworthy people and events, writes about them and arranges coverage for various internal and external audiences.

Requires at least three years experience with comparable tasks and strong skills in desktop publishing. Must also have excellent writing, editing and organizational skills and a strong interest in public affairs. Dept. DJ-0541

Manager, Instructional And Media Services

Instructional and Media Services group of the University's Computing and Information Technology office supports faculty use of instructional technology in teaching and provides media services for University events.

Will work closely with faculty, administrators and other CIT offices and with outside media, public affairs and technical personnel; supervise staff of 9 full time and 30 student employees. Responsibilities include advising faculty on incorporation of equipment and programs into curriculum development, designing, installing, operating and maintaining instructional technology and providing media equipment and services for various venues.

Reporting to the Director of Infomation Services, excellent communication skills, sensitivity to the University's scademic mission and public positions, the ability to motivate and manage staff and an advanced degree or equivalent experience required. Dept. DJ-1184

Development Officer School Of Engineering And Applied Science

Reporting to both the Dean and the Associate Dean and working closely with the School's Development Office, will be responsible for planning and implementing all capital fund-raising activities aimed at alumni, companies, foundations and other private sources.

Will develop and maintain a list of SBAS Advisory Council candidates, data bases of prospects; plan and manage fund-raising events and write proposals; analyze interests and work with alumni volunteers.

A minimum of three years of development experience, facility with PC-based data base management and spreadsheet programs along with the ability and desire to formulate and promote strategic and tactical plans, creativity and drive are required. Undergraduate degree in physical science or engineering is preferred. Dept. DJ-1237

Two resumes must be supplied in order to be considered. (Director of Communications & Publications requires one page letter highlighting relevant publications/communications experience.) Indicate position of interest and department number and mail to: Office of Human Resources, Princeton University, Clio Hall, Princeton, NJ 08544.

Princeton University

An Equal Opportunity/Affirmative Action Employer



Director of Curriculum and Faculty Development

LeTourneau University, a nondenominational, evangelical Christian University invites applications for the Director of Curriculum and Faculty Development for its highly successful adult degree completion program in Business Management. The Director coordinates development and revision of curriculum and the evaluation and training of adjunct faculty. Duties also include selection of textbooks and other resource material Duties also include selection of textbooks and other resource material and maintaining an efficient system for procurement and delivery of these materials to several class sites. The successful candidate will have a commitment to adult education, an earned doctorate, college teaching experience, and a maturing Christian faith. Experience in faculty evaluation and/or knowledge of curriculum is desirable. Starting date is July 1, 1992. Applicants in agreement with the educational mission of LeTourneau University are considered without regard to race, age, sex, handicap, or national origin. Send letter of application and resume to: Dr. H. Glenn Sumrall, Vice-President for Academic Affairs, LeTourneau University, P. O. Box 7001, Longview, TX 75607-7001.

Sand a letter of inquiry to Dr. Patricia Bottner, Dean, School of Education and Behavloral Studies, Azisa Pacific University, 901
East Alosta, P. O. Box 7000, Azusa, Califormis 91702-7000. Women and minorities
are encouraged to aprily.

Mathematics: University of Wyoming, Deparament of Mathematics. Applications are
invited (subject to administrative approved)
for a tenure track appointment at the lavel

reference sent to John H. George, Head, Department of Mathomatics, P. O. Box 3016, University of Wyomius, Laranic, Wyomius 82017, Application received by May 1, 1922 will receive first consideration. The University of Wyomius is an Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF ADMISSIONS

The Katharine Gibbs School, a world-renowned leader in business education, is seeking a high-achieving Director of Admissions to significantly improve our recruiting results over the next five years. To be considered, you must have an outstanding track record in college-level admissions management (3-5 years) and demonstrate successful experi-ence in market planning, advertising/promotion, recruiting, and curoliment

You must possess at least a Bachelor's Degree in business. Application deadline is May 1. All replies held in strictest confidence. Only the qualified should apply to:

Dr. Jim Otten Katharine Gibbs School 126 Newbury Street Boston, MA 02116

lege, a recovera unit of the University System of Georgia. Requires a master's in mathematics which includes 27 graduate quarter hours; like master hours of neathermatics. Additional hours in computer science would be useful. Computer skills and two-year college teaching experience preferred. Salary ranges from \$27,000. Responsibilities include: teaching three five-hour courses per guarter (summer optional), academic advisament, assistance with division projects, departmental plansing and development. Screening will begin May 5, and continue until the position is filled. A complete spelication includes: resume; letter addressing above responsibilities and qualifications, plus statements reflecting apolicant's commitment to the two-year community college: telephone numbers of three current references; and unorticial transcripts of all college work. Official transcripts of all college work.



Drexel University DIRECTOR OF

UNDERGRADUATE ENROLLMENT

Drevel University seeks applications for the position of Director of Undergraduate Enrollment (including freshmen and transfer students). The Director will report to the Vice Provost for Enrollment Management and will manage one of two major components of the University's enrollment program (the other focusing on part-time and graduate students).

program (the other rocusing on parenthe and graduate students).

Drexel is a private university, founded in 1891. A pioneer in copperative education since 1919, Drexel operates one of the largest co-op programs in the nation. The University awards bachelor's, master's and doctoral degrees and comprises six colleges: Aris and Sciences, Business and Administration, Engineering, Information Studies, Neablit College of Design Arts, and the Evening and University College. Total enrollment in fall 1991 was more than 11,500, with 72 percent of the total enrolled in

The successful candidate should demonstrate competence in the follow-

ing areas:

Oversight and supervisory responsibility for the activities of a professional staff and a support staff;
Ability to capitalize upon Drexel's uniqueness as a technologically oriented institution with a strong commitment to career preparation as represented by its historical strength in cooperative education;
Identifying and assessing student markets and developing communications materials and strategies;
Utilizing faculty and alumni in the enrollment process;
Developing and managing programs to attract a diverse student population.

Candidate must have at least four years of applicable experience, prefera-bly at the director's level. Candidates with particularly compelling expe-rience in the indicated areas as the second-in-command in a large enroll-ment organization can be considered. A muster's degree is preferred.

Review of applications for the Director's position will begin on May 4, 1992. In addition to a resume and the names, addresses and telephone numbers of five professional references, candidates should submit a letter addressing the characteristics listed above. The candidate should also provide concise samples of work, for example, plans, reports, or communications materials, which would indicate the abilities and experience the

Diana Hackney Enrollment Management Drexel University 32nd and Chestnut Streets Philadelphia, PA 19104

Drexel University is an equal opportunity, affirmative action university

STUDENT ACTIVITIES ADVISOR

The Department of Student Union & Activities seeks a Stu-

The Department of Student Union & Activities seeks a Student Activities Advisor. Responsibilities include: serving as advisor to the Returning Student Network and the interfraternity Sorority Council; advises student organizations on policies, procedures, program planning and resources; develop and facilitate student leadership workshops, training and programs; supervise student staff; develop related publications; and assist with traditional campus-wide programs, special projects and research.

Qualifications: Bachelor's required. Master's in Student

Personnel, Counseling, or related area preferred. Minimum of two years experience in college unions or activities emphasizing advising and programming. Fraternity and sorority experience required. Strong organization, communication and advising skills necessary. Understanding of student development theory, desire in working with a diverse student population.

Send letter of application, résumé and the names and tele-

pend letter of application, resume and the names and tele-phone numbers of three references by May 11, 1992 to Sister Margaret Ann Landry, Search Chair, Room 266—Stony Brook Union, University at Stony Brook, Stony Brook, NY 11794-3200. SUNY at Stony Brook is an affirmative action, equal opportunity educator and employer. AK162.

Salary: \$25,500-\$28,000 with excellent benefits.

nications materials, which would indica candidate would bring to the position.

Please submit materials to:



TRINITY COLLEGE Hartford, Connecticut

ADMISSIONS POSITIONS

Trinity College seeks candidates for two full-time positions in its Office of

I) Assistant/Associate Director—Coordinator of Minority Recruitment: Will play an important role in the working of the Admissions Office, with specific responsibility for the recruitment of minority students. Must be highly organized, able to help coordinate the efforts of colleagues, and possess the ability to work with students of color in a variety of settings, as well as with the minority community at the College. Position will be filled at either the Assistant or Associate Director level, depending on experience and qualifications. experience and qualifications.

2) Assistant Director of Admissions: Will be fully involved with the usual array of Admissions Office responsibilities, as well as other duties as determined by the needs of the office and the specific talents of the Individual. Salary will be at or near entry level, commensurate with experience and qualifications.

Both positions involve all aspects of the Admissions Office operation, including but not restricted the representing the College at high school spite, college fairs, and other events; interviewing candidates for admission; reading and evaluating applications; maintaining liaison with prospective students and their parents, accordary school counselors, and alumnivae volunteers; and involvement in special on-campus visitation programs. Significant travel required during certain periods.

Qualifications include: a minimum of a bachelor's degree, preferably from a liberal arts college; strong interpersonal and organizational skills; a high personal energy level; excellent writing and speaking skills; and a healthy sense of humor. Some experience in a selective college admissions office or as a secondary school teacher/counselor is desirable, as are other experiences which clearly demonstrate abilities directly related to the duties of the position.

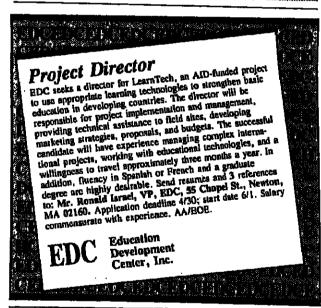
Trinity College offers a liberal compensation package. Both positions will be available during the summer months, but no later than August 1,

Picase submit a letter of application, résumé, and the names, addresses, and telephone numbers of at least three professional references to:

Director of Human Resources Trinity College 300 Summit Street Hartford, CT 06106

Review of applications will begin on May 6, 1992, and the search will continue until the positions are filled.

Trinity College is an equal opportunity, affirmative action employer.



tion and information, contact Personnal Services, (801) 223-8000, extension 8207. UVCC is an accredited community college serving 9,000 students, AA/EOE.

Mathematica: Luticon B, Wallaco State Junior Collego in Andalosia, Alabama, seeks a mathematica instructor to teach developmental, freshmen, and sophormore level courses. Candidates must baye a master's degree with a minimum of eighteen (18) graduate semeuter bours in mathematics. Proference may be given to the doctorate degree in mathematics and degree in mathematics mathematics colucation. Computer literacy is desired. or placement office directly to: Dr. Judy B. Kemp. Vice Prevident for Academic Africal Solary range is \$22.88 to \$39,120 for the Lairs, Valley City. Morth Dakota 58072; (701) 845-7202. Applications received after May 15, 1992 and references to Dr. Charles T. Bunting, Applications for the residue of instruction. Luries B. Wellace State Mathematics: Salem-Telkyo University instruction. Lunion 54626, 205-222-6991, Bxt. 216. Deadline—May 8, 1992. AA/EO Employer.

Medicine / Research: Research Assistant Professor. The Neconology Section of the Department of Pediatrics at East Carolina University School of Medicine invites applications for a 2-year term non-testure track position to consiste development of a research program in hypoxicischemic brain damage in the sewborn. Candidates should be actively engaged in some aspects of this field. Fa.D. or M.D. required, postdoctoral experience preferred. There is a possibility of a leasure track position in the future if candidate is necessful in gaining outside funding. Applicants should send curriculum vites, summary of research experience, and names of 3 references to: Arthur R. Kopelman, M.D., Neonatology Section Head, Department of Pediatrics, Bast Capolina. University School of Medicine,



COORDINATOR FOR GREEK AFFAIRS

Frostburg State University, one of eleven public institutions within the University of Maryland System, seeks applicants for a Coordinator of Greek Affairs. The University is centrally located between Baltimore, Maryland, Washington, DC and Pittsburgh, Pennsylvania. The Coordinator is expected to provide effective, creative leadership for an active system of sixteen nationally affiliated social fraternities and sorrorities. The Coordinator advises the Greek Advisory Council, system governing bodies, and standing committee. Other duties include overall responsibilities for managing all aspects of the recently reorganized Greek system, including chapter development, expansion, leadership training, program development and judicial affairs.

This position requires a working knowledge of nationally affiliated Greek systems, a Master's degree in Student Personnel, Administration, Counseling or retated field, and a minimum of one year's professional experience in a Greek Life position (no benefits provided) offering a salary of \$23,845 and a furnished apartment on campus.

Application review will begin on May 22. Applications will be received until the position is filled. Send letter of interest, résumé and the names, addresses and telephone numbers of three professional references to: Search Chair, Greek Affairs position, c/o Office of Human Resources, Frostburg State University, Frostburg, Maryland 21532. Requests for assistance with the employment process may be directed to: Ms. Roberta L. Chamberlin, Associate Director of Human Resources (301-689-4105).

Frostburg State University is an Affirmative Action, Equal Opportunity Employer.

HOLLINS

DIRECTOR OF THE ANNUAL FUND

Hollins College seeks qualified candidate for the position of Director of the Annual Fund, Hollins is a selective liberal arts institution located in Roanoke, Virginia with a total student population of 1,000, of which 770 are undergraduate women. The Annual Fund raises in excess of \$1.3 million of unrestricted funds each year, with over 40 percent alumnae participation.

The Director is responsible for a comprehensive Annual Fund program including developing, implementing, and evaluating personal solicitation of \$1,000-\$10,000 glits, glit clubs, direct mail, phonathous, reunion giving and parent programs. Successful candidates will have a proven record of productivity, creativity, and staff/volunteer motivation; writing and communication skills a plus. Experience in annual fund programming is advantageous with higher education experience preferred. The Director will be key in positioning the College for an upcoming capital campaign.

Letters of interest, résumés and personal references should be sent by May

Marianne R. Koperniak Director of Personnel Hollins College P. O. Box 9658 Roanoke, VA 24020

Hollins College is an equal opportunity employer

Director

Business and Professional Programming

To do technical assistance and consulting with member institutions. Willing to perform and be trained in the areas of newsletter and publication writing; seminar speaking; on-site consulting; technical assistance via phone and mail; and practical research.

Area of expertise or experience should be in one or more of the following: programming for business and industry; contract training; continuing professional education; seminars and conferences; credit and degree programs.

LERN, the Learning Resources Network, is an international association in lifelong learning, providing information and consulting services to organizations offering educational programming. Begun in 1974, LERN has more than 5,000 members and a staff of 20. Full time position, subject to budget approval, with excellent benefits, at the LERN Headquarters Office in Manhattan, Kansas.

To apply, send résumé and cover letter to: Jo Wilson, Assistant to the Director, LERN, 1550 Hayes Drive, Manhatlan, KS 66502, by June 1,

immigration Reform and Control Act.

Medicine/Rasearch: Faculty reasearch associate position available immediately. Est tendive teaching responsibilities: recolding students: in one possibilities: recolding students: in one possibilities: recolding students: readents in one possibilities: recolding students: readents in one possibilities: investigations of spanchine blood flow indeed of post-particular properties on and cancer growth and liver responsibilities: investigations of spanchine blood flow in models of post-particular properties on and cancer growth and liver responsibilities: investigations of spanchine blood flow in who reachedology to distant invites prominations and applications, in vitro and in vivo reachedology and invites per control of Minority Student Affairs. The University of Minority Student Affairs and professional and the post-post and the post-post of Minority Student Affairs. The University of Minority Stud

versified Black student population Requirements include a Matter's degree foreferred) and a minimum of three years experience in this or a related student affairs
area. Salary (\$19,80-\$21,000) for a 12
month appointment includes excellent benclus. Please send complete resume along
with three to five references to 17r. Joanne
E. Nottingham, Minority Student Affairs,
University of Mismi, \$504 Merrick, Drive,
Building 21-K. Coral Gables, Florida
3124-5385. AA/SEIO Employer.

Wheaton

RESIDENTIAL LIFE

Whouton College invites applications for the positions of Assistant Director and Area Coordinator in the Office of Residental Life. A distinguished liberal arts institution, Wheaten is completing in two year of cooducation and will graduate its first cooducational despinancy. As members of the residential life staff, the successful and dates will assist in the everall lendership and management of a residential life program housing 1300 students in 14 residence helps and 10 special interest houses and will join an experienced Student Affaston at an exciting time in the history of the College.

The Chronicle of Higher Education • April 22, 1991

Assistant Director of Residential Life

The Assistant Director is a 12-month, full-time residential points. Responsibilities include administering all aspects of the room assignment process and procedures; living-in and advising the Coeduting and Community' experiential living program; counseling students rooming concerns; oversooing the Special Interest Housing Program; to theme houses; and coordinating demage billing and summer state housing. The Assistant Director will also have opportunities for indement in a wide range of initiatives within the Student Affairs division.

B.A. and a minimum of 2 years' full-time residential life experiences required. A Master's degree in student personnel or a related field preferred. Strong interpersonal, organizational and programming six and an awareness of and interest in the dynamics of gender issue

Area Coordinator(s)

The Area Coordinator is a 10-month, full-time live-in position. Responsibilities include overseeing the day-to-day management of 34 residence halls, supervision of student staff, non-clinical coarseting and referral, developing and implementing educational programs, administering college policies, and providing outreach to individual student. The Area Coordinator is also responsible for one of two campus-wise intelliging an other supervision. initiatives in oither alcohol and drug education or sexuality education and has collatoral responsibilities for student life within the Student

B.A. and significant prior residence hall experience required. Mestr's degree in student personnel or a related field preferred. Strong test personal, organizational and programming skills and an awareness and microst in the dynamics of gender issues are essential.

Salaries and benefits for those positions are competitive. Reviewed applications will bogin immediately and will continue until the posters are filled. Interested cancilidates should submit a letter of application, resume and salary requirements to. Office of Human Resources, Wheston College, Norton, MA 02766.

Wheaton Collage is an equal opportunity, affirmative action employer and actively solicits applications from minorities and women.



AMHERST COLLEGE

Associate Director of Physical Plant

Amberot College, an independent, undergraduate, residental, liberal as institution, invites apply attons and nominations for the position of Associate Director of Physical Plant. The Associate Director, who repositods Director of Physical Plant, provides leadership and direction to the Openhins Group pertaining to maintenance of buildings, whitles, eigheout and central steam plant operations.

The plant includes 60 college buildings, 120 faculty residences, and opposimately 1,000 acres of land in the center of the Town of Ambert, 800 clusetts. The operating langer of the Operations Group for FY 1928's upproximately \$6 million and the personnel complement is approximately \$5.5 FTE.

The Associate Director participates in the plauning and design of reconstruction and major alterations and makes reconnicendations as agreprinte to the Director; will across as principal assistant to the Director and Director in his absence.

Candidates must have appropriate physical plant and management quif-cations with 8-16 years' demonstrated experience at a college, unleasing similar entergrise is required. Professional certification is preferred, but be computer literate and have excellent communication skills. Interested candidates should forward a resume and three professional of creaces by May 18, 1972 to Director of Personnel, Box 2204, Amboi College, Ambrest, MA 01002-5000, All impuiries will be acknowledge.

Amberet College is an Equal Opportunity, Affirmative Action Employed and encourages women and inhorities to apply.

Music: Valdosta State College announces the realiability of a nine-month, tenure-track position in the Department of Music beginning in September, 1992. Dutles will include taching clarified and other courses according to specialization, with a preference for music theory. Credentially include a minimum of a master a degree, doctorate preferred. Tosching experience is highly desirable. Rank will be Assistant Professor or Associate Professor and salary is open, depending on credentials. Deadline for application is May 1, 1992. Materials, including a latter of application, résuné, and references abouté de sent to Dr. James Brasila State Collage; Valdosta, Georgia 31698. Band tapes until requested. An Equal Opportunity, Affirmative Action Employer.

Music: Assistant Professor of Music, tenur-track, beginning August 1992. Direct concert and showfazz choire; dependent on candidate's strengths, duties may also include: leaching class plano, music appreciation, music theory/electronic studio, interdiatiplinary arts, directing musicals. Record of leaching excellence and MM required, doctorate preferred. Music program has two full-time faculty positions, offers minor in music, sponsors well-supported performing groups. Salary range: \$23,000-\$25,000. We are actively seeking minority candidates. Send letter of applications, undeate transcripts (copies), résumé letters from three references, names and plugar numbers of at least three additional references (no tapes), to: Dr. Hugh Nich-class, Dean of Arts and Sciences, Lewis-Clark State College, Lewiston, Idaho 130, position will remain open until filled.

AMEOR.



DIRECTOR OF CUSTODIAL SERVICES

Carleton College seeks a Director of Custodial Servicus tri supervise a deparament of union staff, supervisors, and student workers. Provides custodial services for a campus with 600 employees. 1,700 students, and over 1,000,000 sq. it, of academic, recreational, and residential space in more than 50 buildings. Responsibilities: plan and establish budgets and wink schedules; develop publicles and procedures; hire, train and evaluate winkers. Qualifications: experience managing and supervising a large custodial/maintenance staff in a multi-building complex; demonstrated leadership in developing talent and creating positive attitudes and pride among workers; ability to respond effectively to emergency situations; will modify own work schedule as neederl; physical ability to traverse all buildings and grounds on foot, including utility tunnels, staffs and ladders; good oral and written communication ability; pussesses current knowledge of maintenance methods, materials, equipment and applicable government regulations; ability to efficiently handle administrative tasks; college level or technical education destred.

Carleton College is a highly selective, cooducational, residential nun-sectarian

Carleton College is a highly selective, coeducational, residential nun-sectarian liberal arts college with 1,850 students, and approximately 200 faculty. The College is situated 45 miles south of the twin crites of Minne Applicants should send résumé with three retirences to:

Bunnie-Jean Murk Director of Personnel Services Carteton College One North College Street Northflukl, MN 55057

Applications will be considered until an appointment is made. Carleton College is an Affirmative Action, Equal Opportunity Employer.



DIRECTOR OF FIELD EXPERIENCES

Special Education Faculty Position

The School of Education seeks a uniquely talented individual with experience in (ield-based teacher education and an earned doctorate in Special Education beginning August 1992. The position will involve coordination of field experiences in all programs and teaching in a rapidly growing non-categorical undergraduate Special Education program at an NCATE-accredited institution. The successful candidate will have demonstrated competency in college teaching, clinical supervision, liabon with school-based sites and public school teaching experience in early childhood or elementary education. A commitment to the use of computers in teaching and research is essential. Candidates with experience in partnerships with public schools will be preferred. The ten-month position is eligible for remue track at the Assistant Professor level.

is eligitude for tenure track at the Assistant Processor (2004).

The School of Education has been educating teachers since 1881 and is try its present mission dedicated to providing leadership in computer technology to pre-and invervice educators. The Teacher Education programs are housed in historic East Hall which contains an IBM, a Macintosh, and an Apple lab. Faculty have access to micro, mini and maintifame facilities through a local area network. In this setting, the new faculty member will have an unparalleled opportunity to advance innovative undergradualle teacher education.

Dakota State University is located in Madison, South Dakota, approximately 50 miles northwest of Stoux Falls in the southern lake region of the state. Submit a letter of application, vita, and names, addrosses and telephone numbers of three references for Chair, Director of Field Experiences Search Committee, School of Education, Dakota State University, Maulison, SD 57042. Consideration of applications will begin May 15, 1992, and will continue until the position is filled.

Disabled applicants are invited to identify any necessary accommodations required in the opplication process. DSU is an equal opportunity employer.

DIRECTOR OF FINANCIAL AID

CUNY Graduate School

The Graduate School and University Center of The City University of New York, with some 4,000 students in 32 doctoral (and 7 master's) programs, seeks Director of Financial Ald (reporting to Executive Director for Student Services) to coordinate all aspects of financial aid, including Internal loan program and state and federal loan programs; supervises staff of ten. Requires bachelor's (master's preferred); min. 6 years in higher education (4 managing financial aid, especially graduate education); strong administrative abilities; excellent interpersonal, communications, and computing skills; thorough knowledge of financial aid policies (Incl. Stafford & Perkins loans, College Work Study, TAP). Salary \$46,176-\$55,179. Send letter, résumé by May 1, 1992 to: Matthew G. Schoengood, Exec. Dir. for Student Services, CUNY Graduate School, 33 W. 42nd St., New York, NY 10036, AA/EOE.



 ${f A}$ complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

Rutgers, The State University of New Jorsey, is currently seeking qualified applicants to fill several positions within its Learning Resource Center (LRC) program. This program represents a more prominent role the University is taking in providing more "tearning assistance" resources to

Campus Director

Four positions available. One on each of the following New Brunswick campuses: College Avenue, Cook/Douglass, and Livingston; and one on the Camden campus. Responsible for the general supervision of all aspects of the services provided at the campus Learning Resource Center including personnel, delivery of programs, and maintenance of instructional equipment and materials. Coordinates and supervises the following programs: tutoring, individual tearning assistance, study skills and learning assistance workshops and computer-assisted instruction. Regularments—Master's degree in education, communication, psychology or related field, plus four years experience, including some adminisrequirements — master's degree in education, communication, psychology or related field, plus four years experience, including some administrative experience, in student academic services, preferably at the college/university level. Supervisory experience and excellent written and orat communication skills are also required.

Coordinator. Tutoring Services

Responsible for planning and facilitating all activities related to the functioning of the Academic Tutoring program in the Learning Resource Centers (LRC) on the New Brunswick campuses. Plans and coordinates the policies and procedures of the LRC's tutoring services. Supervises the promotion of tutoring services. Coordinates all aspects of the hiring process and conducts training for academic peer tutors. Develops application for national certification and regularly provides appropriate documentation to maintain certification. Requirements – Master's degree in education or related field, plus four years experience working in student or academic services, preterably at the college/university level. Excellent communication and organizational skills are also required.

Learning Specialist

Responsible for the delivery of learning assistance to students through individualized and personalized programs of academic self-improvement and in group format. Prepares curriculum plan and appropriate instructional materials. Supervises all aspects of the Learning Lab. Trains and supervises graduate students who serve as Learning Assistants. Requirements — Master's degree in education, psychology, or related field, plus one year of experience in the delivery of learning strategies and assisting students academically, preferably at the university or secondary school level. Excellent communication skills are also required.

Computer Lab Coordinator

Responsible for the supervision of all Computer Lab services and the Responsible for the supervision of all Computer Lab services and the maintenance of computer operations in each of the LRC's. Assists students in using the equipment in the Lab. Troubleshoots hardware and application software. Liaises with faculty to generate interest in the use of course-specific software and to assist in the selection and acquisition of software for instructional support. Requirements — Bachalor's degree in computer science or related field, plus two years experience in the administration of computer-assisted instruction at the post-secondary level. Technical experience with networks and experience with network administration are also required. Master's preferred. administration are also required. Master's preferred.

We offer competitive salary and a comprehensive benefits package. Please send letter of interest, resume and information on three references who can be called by May 15, 1992 to: Ms. Karen Smith, University Director, Learning Resource Center, 13 Senior Street, New Brunswick, NJ 08903.



Employment eligibility verification required. Attimative Action/Equal Opportunity Employer

Resident Director

Administration of residence ball(s) housing 200-450. Staff supervision, programming, discipline, teaching RA class, career-enhancing outside involvement within Division of Student Affairs, other student development functions. Required qualifications: Master's in College Student Personnel, Higher Education, Counseling or related field; demonstrated skills working with multicultural college populations; strong interpersonal skills, creativity, and initiative; commitment to student development, demonstration of implouenting student development theory. Live-in, initial sphointment for, one year, renewable for maximum of two additional years. \$20,000/ful months. Send résumé, placement credentials, or three betters of reference to: Edward J. Kally, Assistant to the Prasident, SUNY College at Brackport, 408 Allen Administration Building, Brookport, New York 14420. AM EEO, Review begins May 15, 1992. Applications will continue to be secepted until position is filled.

ments; directing jezz and pop bends; assisting with murching and concert bands; inşinucting music education courses; and
other assignments as needed by department chair. Also be prepared to teach Muester Appreciation. Qualifications: Master's
degree with successful public school teaching experience, demonstrated excellence in
woodwind performance and directing of
inze ensemble. Performance in faculty recitah, band camp planning and leadership destraight. Salary and park commensurate jazz ensemble. Performance in fac-tals, band camp planning and lead-sirable. Salary and rank come studie. Sulary and runk commensurate with qualifications. This is a non-tenure track position. In addition, SAU offers an excellent fittings benefits package. While the primary emphasis at SAU is on hish-quality teaching to understuding attenue to the characteristic and multiple services are encouraged and supported. SAU believes that cultural diversity is essential to the characteristic and women are strongly encouraged. Applications will be accepted until the position in filled. The formal review process will begin May 11, 1992, Interested persons about seat a letter of interest, recued and the names, addresses, and tolephone numbers of three people who may be contacted as references to Director of Personnel, Southern Arkansas University, SAU Box 1288, Manokia, Arkansas 1753; telephone 501-235-4008. Affirmative Action. Equal Opportunity Employer.

position, arranging. Recruitment important part of duties. Rank, salary argotiable and commensurate. The School of Music, located in downtown Atlanta, is an institutional member of NASM, offering B.M., M.M. in a variety of areas, Send applications by May 20 to Dr. John C. Nelsga, Chair, Band Search Committee, School-off Music, Georgia State University, Atlanta, Capriga 10303-3083. No tapes at this time. EOE/AA.

Numing Access the Pacific Northwest by joining dynamic team of aursing professionals providing education in an NLN-accredited department of oursing Applications are sectome for becculsurens positions in maternal child and medical surpleat marsing. Doctorate preferred, Massier's in Nursing required. Curront clinical experience in preas of experience contents of the Massier's in Nursing required. Curront clinical experience in preason of the Massier's in Nursing the Massier's in Nursing Roles State University, 8 Sales (14th Carlotte Contact Chalman, Department of Nursing, Bolse State University, 8 Sales (14th Carlotte Chalman, Department of Nursing, Bolse State University, 8 Sales (14th Carlotte Chalman, Department of Nursing, Bolse State University, 8 Sales (14th Carlotte Chalman, Department of Nursing, Bolse State University, 8 Sales (14th Carlotte Chalman, Department of Nursing, Bolse State University, 8 Sales (14th Carlotte Chalman, Department of Sales (14th Carlotte Chalma



DIRECTOR

INTERCOLLEGIATE ATHLETICS

The University of Nebraska-Lincoln invites nominations and applica-tions for the position of Director of Intercollegiate Athletics. The Direc-tor reports to the Chancellor of the University and administers the intercollegiate athletic program consisting of 21 sports for women and men with a budget in excess of \$16 million and a permanent full-time staff of over 150. The University is a member of Division I of the NBAA and of the Big 8 Conference.

The University of Nebraska-Lincoln is the state's AAU and land-grant university and carries out an ambilious teaching, research, and service mission. UNL is committed to excellence in intercollegiate athletics within the framework of its academic mission.

The Director is responsible to provide leadership for the accomplish-The Director is responsible to provide leadership for the accomplishing of the goals of the athletic program and to contribute to the realization of the goals of the University as a whole. He or she will be accountable for supervision of the personnel of the Athletic Department, including ensuring total compliance with University. Big 8,, and NCAA rules and policies. Activities of the position include securing and managing fiscal resources, selecting coaches, and other personnel, scheduling and negotiating contracts, promoting the programs of the Department, communicating with and through the media, overseeing and developing facilities, and working with boosters. An individual is sought for the position who will provide leadership locally and nationally for the enhancement of intercollegiate athletics consistent with the values of the university community.

Candidates must possess a bacholor's degree as a minimum with

Candidates must possess a bacholor's degree as a minimum with further study preferred. Successful major administrative experience in intercollegiate athletes required along with evidence of personal and intercollegiate athletes required along with evidence and compliance, and support of academic and affirmative action goals. Applications from women and individuals of cofor pre encouraged.

The position offers a competitive salary and benefits. The individual solected will be expected to join the University no later than January 2, 1993.

Applications and nominations will be reviewed beginning May 1, 1992

Dr. Jamos O'Hanion Search Committee Chair University of Nebraska-Lincoln 114 Henzilk Hall Lincoln, Nebraska 68588-0364

Affirmative Action, Equal Opportunity Employer

ASSOCIATE DIRECTOR OF PERSONNEL AND STAFF AFFIRMATIVE ACTION OFFICER (Position Reopened)

Macalester College is a private, highly selective, co-educational insti-tution, located in the Twin Cities of Minneapolis and St. Paul. The College emphasizes quality teaching, research based scholarships, internationalism, multiculturalism and service to others. Challenging and interesting position to supervise the College's bene-lite programs and assist in employment, wage and salary administra-tion and training; and manage the Staff Affirmative Action Program

This is a full-time, 12 month position and requires a B.A. degree and a minimum of three years' professional personnel experience to include affirmative action, employment, training and benefits.

Compatitive salary and benefits.

Interested applicants please send a letter of application and résumé

Personnel Department



Priority date for receiving resumes has been extended to May 4, 1992. An Equal Opportunity, Affirmative Action Employer

Navalagi: Forward thinking, energetic leadership sought for a baccalaureate nursing program in the exciting intermountain wast. Amilications being accepted for the position of Program Director in a baccalasteate program which has 30 basic students, 60 RN advanced placement students, and 13 full-direct faculty. Position reports to the Associate Deagh hair, Department of Nursing. Demograthed competence in baccalaureate to back hair, Department of Nursing, Demograthed competence in baccalaureate to begin August 16, 1992, Salary and rank commensurate with experience and qualifications. Deadling April 1, 1992, or until filled, Contact Chairman Department of Nursing, Botse State University, Botse, Idaho 37725; (208) 385-3900. Equal Opportunity, Affirmative Action Institution.

3242, Deadtine: June 15, 1992. Position be-gios September 1, 1992. EBOVAA. Georgia is an Open Records State.

nominations and applications for tenure track Assistant Professor faculty positions in psychiatric/mental health and in family besitts mursing. The College of Norsking is an integral part of the University of South Plorida Health Sciences Center as well as the larger University of South Plorida Many opportunities exist for intendisciplinary research, teaching and chinical practice. The College offers NLN accredited beca-laureate and master's programs. The bencaldureate program serves both basic and R.N. students. The master's program, psychiatric/mental bealth, geroetological, oncology, community bealth and family bealth nursing. A clinical concentration in stursing alministration as well as a fin. D. program in mursing is being pisanced, Qualifications include a decloral degree in nursing or related field required. Oraduste preprinting or related field required.



REGISTRAR **Roosevelt University**

Roosevelt University invites applications and nominations for the position of Registrar. Reporting to the Dean of Enrollment Management, the Registrar will support recruitment and retention activities and be responsible for assum-ing high level of client service in the management of records and registration. The Registrar is responsible for course registration, student academic records, class scheduling, institutional data reporting, and transcript, certification and inquiry services.

The successful candidate should possess: a master's degree (Ph.D. preferred); significant administrative and supervisory experience in student services; proven ability to work with faculty, staff, and a diverse student population; organizational ability and expertise in managing an integrated student data base system; knowledge of AACRAO guidelines and lederal reporting requirements; and the ability to analyze statistical reports and prepare executive summaries for use in planning. summaries for use in planning.

Roosevelt University is an independent metropolitan institution, with the main campus in downtown Chicago and a branch campus is suburban Arlington Heights, illinois. The University is embarking on a capital campaign—The Roosevelt University Renaissance—which includes plans for significant expansion and development of the branch campus. Five colleges offer bachelor's and master's degrees to over 6,000 full-time and part-time students.

This position will be filled by August 1, 1992 Nominations and/or resumés with a list of at least four references should be submitted by May 22 to:

Chair, Registrar Search Committee Roosevelt University 430 South Michigan Avenue Chicago, filinois 60605

Roosevelt University is an Equal Opportunity, Affirmative Action Employer.



DEVELOPMENT OFFICER

Trinity University seeks a development professional to assume fund-raising responsi-bilities as part of the University's Annual Fund program. Responsibilities include making numerous personal visits to prospective donors— alumni, parents, fitends, corporations, etc.—directly requesting their financial support of the University; identifying, organizing, trabing and managing volunteers seeking financial support for the University working closely with the University development staff in the execution of a comprehensive annual giving program

Requirements include a bachelor's degree, two to five years' experience and a record of accomplishment in development work or a related field; strong organizational and communications skills, willingness to travel, and ability to work effectively with a wide range of constituents and with limited supervision. The position offers excellent salary, benefits, and professional growth potential. Applications are accepted through April 30; the position is available June 1.

Trinity University is an independent liberal arts institution of approximately 3,000 students The University has a history of strong philanthropic support. forward resumé to: Office of Personnel Services

Trinity University 715 Stadium Drive San Anionio, Texas 78212

TRINITY UNIVERSITY ortunity, Affirmative Action Employer

DIRECTOR OF DEVELOPMENT Rocky Hill School

Great opportunity for experienced fund raiser and cultivator of volunteers. Responsible for all aspects of fund raising, grant proposals, marketing, P.R., alumni relations, and publications. Must be dynamic, multitalented, and able to do a lot with a small staff. Traditional co-ed day school. 253 students grades N-12. Spectacular waterfront campus. Send résumé, cover letter, and letters of reference to:

R. Leith Herrmann, Headmaster Rocky Hill School Ives Road East Greenwich, RI 02818 Equal Opportunity Employer.



 ${f A}$ calendar of forthcoming meetings, conferences, workshops, and institutes of portance to scholars and college administrators -

every week in The Chronicle.

Bibliographer

Management/Economics

The Bibliographic Services Department of Mugar Memorial Library The initing against a seeking a Management/Peonomics Bibliographete provide a full range of reference services for all subject areas, as wells: nvide a full range or reference services for an angles acas, as so secialized reference and collection management duties in Manager contonics. This individual will also conduct bibliographic faster essions on the graduate and undergraduate levels, and po

he minimum requirements for this position are an Al-A accredited M and a background in management or economics. This may consist indergraduate or graduate degree in management orecon ence in an academic management library or a corporate lib nce will be given to candidates with two or more years of with experience in using electronic reference so

Africana Catalog Librarian Catalog Department

The Catalog Department is seeking an Africana Catalog Librarianwing duties will include creating monograph and serial records for Boston University's hibliographic database, evaluating, selecting and revising records of other institutions for the lucal and national databases. This dividual will conduct research as appropriate to maintain the quality and accuracy of the local database.

Requires M.L.S. from an ALA accredited institution; knowledge of AACR2, Library of Congress classification system and subject heading, and the MARC format. A background or interest in Aftion Stade, knowledge of French and at least one other foreign language required Knowledge of Serials, cataloging and experience with a bibliographic utility (OCLC or RLIN) and a local online system preferred.

These are full-time, 35 hours per week, exempt positions. Rank of Librarian I or II, depending on qualifications. Salary range is \$23,900

Please send resume and letter of application to: homas Bagarella, Office of Personnel, Boston University, 25 Buick Greet, Boston, MA 02215. Please include the names and phonemum bers of three references. Applications received before June I will be



Roston University is an equal opportunity, affirmative action instituti

RIPON COLLEGE

Director of Computing Services

Ripon College invites applications for the position of Director of Computing Services. The position has overall responsibility for campus-wide computer services, both academic and administrative.

The Director oversees a shift of six persons working in an excellent facility in current use is a VAX 40X0-200 and several smaller VAXes, operating or VMS, and utilizing the Campus America POISE software for administrative operations. The primary desktop computer across the campus is Apple Macintosh, although some IBMs and other compatible equipment are in use. The Director will have central responsibilities in developing a campus network and building a tokyonament subset statum. network and building a telecommunications system

Ripon College is a selective liberal arts college of 850 students and 80 facely dedicated to teaching. The College weeks a person with solid scadents credentials and at least five years of experience in managing computer controllers. ons. Letter of application, résumé, and three letters of rec

Douglas A. Northrop Chair, Search Committee Ripon College P. O. Box 248 Ripon, WI 54971

Consideration of applications will begin June 1 with an anticipated starting date of September 1, 1992. Ripon College is an Equal Opportunity, Alimbute Action Employer.

38935111182862101 (1-8861869886111 61 (152819 1518831 27 88 158 1 168 1 168 1 168 189 189 189 189 189 189 189 1

aration in nursing required appropriate to position. Preparation as nurse practitioner required; preparation as family nurse practitioner preparation as family nurse practitioner preferred for the family health nurse in position. Delineated area of research and scholarly activity preferred. Beginning record of publication preferred. Rank and salary are dependent upon qualifications and experience. Positions available: August 7, 1992. Application deadline date: April 30, 1992. For further information contact: Dr. Cecile A. Lengacher, Assistant Dean, University of South Florida, College of Nursias. Health Sciences Center, Box 22, 1290] Bruce B. Downs Boulevard, Tampa, Florida 33612. An Equal Opportunity Employer.

nity Employer.

Nursing: South Dakota State University, College of Nursing, Nurse faculty positions. Anticipated full-lime tenuver-track, term and part-time opportunities for August 1992 in the areas of parent-faild, community-health, psychiatric/mental health, and sdull-health oursing. The College of Nursing offers programs in seven sites. Faculty opportunities are possible in Brookings. Stoax Palls, Martio, Rapid City, South Dakota or Stoux City, Iowa. Parully are routinely expected to travel to off-campus sites for chinical laboratory teaching in the Generic, RN Upward Mobility, and Master's programs. Licensure resulting in the Generic, RN Upward Mobility, and Master's programs. Licensure or eliability for licensure by the South Dakota Board of Nursing and Master's degree in Nursion (MS, MN, MSN) with preparation in the assigned area required. Good communication and interpersonal relationship skills required. Doctoryal creparation in Nursing and preparation in the theory of education preferred. Teaching experience and expendence and expendence with education and experience. Applicants for undergraduate and graduate positions for undergraduate and graduate positions

Nursing: North Carolins—Midwert portion ure-track or fixed term faculty portion available in the East Carolins University School of Nursing with joint appointed in OB/GYN department of the School of

BULLETIN BOARD: Positions available **********************************

UNIVERSITY COUNSEL Lincoln University of Pennsylvania

Applications and nominations are invited for the position of University Counsel at Lincoln University of the Commonwealth System of Higher Education, one of the four state-related institutions of Ponnsylvania. With an enrollment of over 1,400 students, a full-lime faculty of 85, and a workforce of over 400. Lincoln University is one of the country's distinguished small liberal arts institutions and the oldest of the historically Black colleges and universities.

historically Black collegus and universities.

As the University's chief in-house legal affairs officer, the University Counsel reports directly to the Prosident and moets with the President's Executive Officers group, advising the Prusident on a legal course of action for the University when faced with legal options. The University Counsel establishes goels, approaches and strategies for the University is its legal affairs. The University Counsel is also responsible for providing legal services required in all substantive areas of law affecting the University, including, but not limited to labor and employment law, laxallon, corporate and non-profit law, intellectual property, government and commercial contracts.

Chest bright's duties would include the following:

Characteristic duties would include the following:

Planning, maneging, coordinating, overseoing, and implementing the University's legal strategies;
Working with outside legal counsel when necessary;
Providing the University administration with litigation support, legal advice, and preparation and execution of legal decuments.

Serving as head or member of the University's negotiating

Serving as the contract negotiations; Representing the University in courts of law, conducting law suits and/or formulating and providing defense.

suls and/or formulating and providing defense.

Qualifications include an LL.B. or J.D. from an accredited law school, and admission to the Pounsylvania State Bar. A minimum of ten years' experience as a lawyor, a record of demonstrated excollence in the practice of law, and an ebility to work offectively in an academic environment. Considerable experience in corporate logal counsel and/or private practice with corporate clients is necessary. Considerable experience in the litigation process is necessary. Knowledge of labor law and practices is desirable. An offective loaderable and management style, stong organizational and communication skills, and a high energy level are prerequisites for consideration for the position.

The position is available as of luly 1, 1992. All inputting should be The position is available as of July 1, 1992. All inquiries should be

Mr. Jorry L. Isanc Assistant to the President Lincoln University Lincoln University, PA 19352

DIRECTOR OF STUDENT RESEARCH

Sauk Valley Community College invites applications for the position of director of student research funded by a federal Title III Higher Education Act grant. Located on the picturesque Rock River in north-western Illinois, SVCC serves 1.706 FTE students, has a strong transfer record, as well as cultural arts, sports and community service

programs.

The Director of Student Research is responsible for designing, organizing and conducting research for major reports regarding student success, student satisfaction, retention and attrition. Will share leadership responsibility in the development of a College-wide student database and tracking program. Reports to the vice president of college advancement. Qualifications: a Meater's degree with demonstrated experience in research design and methodology. Must be computer literate and familiar with computer statistical analysis psockages. Experience in a community college is preferred. This is a 12-month full-time administrative position with a starting selary in the mid 30's depending on education and experience. The position is available immediately.

Please send a letter of application and a résumé with at least three



Mary M. Benson Title ili Coordinator Valley Community College 173 IL. Rte. 2

Closing date: May 15, 1992. SVCC is an AA/EOE Employer.

bin allows for independence and innovailon Becent chinical experience, MSN, and
surand doctorate required. Part-time clinicit positions on Thursday and Friday available in medical-surgical, community health
and percentological nursing. Men and minonities are targed to apply. Send vitize to:
Nursing Division, Holy Family College,
Frankford and Grant Avenues, Philadelphis, Pennsylvania 19114-2094. EOE.

Iranifors. Address all inquiries to Dr. Gresory A. Bechtel, Community Health Nursing. P. O. Box 4019. Atlanta. Georgia
3002-4019: Lelephone 404-651-4271, prior
to May 1, 1992. Georgia State University, system of Georgia, is
an Equal Opportunity Institution and is an
Equal Opportunity. Affirmative Action
Employer.

Nursing: Western Oklahoma State College.

courses. The environment fosters collegisty and cooperation with faculty over 75% dectorally prepared. Teaching is valued and tehodarship is encouraged and facilitated. You need an earned MSN and an earned doctorate, preferably in nursing chodustra teaching experience, evidence of tehodarily selvity, and mursing service administration experience are desired. Please tead vigue to Dr. Judy Evans. Chair. Search Committee, SON, Wideser University, Chaster, Pennsylvania 19013. EOP/

Nursing Community Health Nursing Fac-olly Position, The Department of Commu-nity Health Nursing, College of Health Sci-tches, Operais State University, has a full-tion non-tenure track joint faculty position with the W. K. Kellogs Protect. The posi-tion offers opportunities for both teaching and clinical practice. The School of Nurs-liance of the College of the College Burney and Fh.D. Programs. Minimal requirements include a graduate degree in sursing and Fh.D. Programs. Journe practitions, and a certification as a ferred. Rank and takery are negotiable, but will be Communicate with education and

Nursing: Western Oklahoma State College, Director of Associate Degree Nursing Pro-gram. Application Deadline: May 1, 1992. Effective Date of Employment. July 1, 1992. Qualifications and Experience Re-

University of Minnesota DIRECTOR **OFFICE OF PATENTS AND LICENSING**

Office of Research and **Technology Transfer Administration**

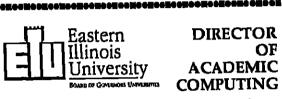
Responsibilities: Supervise and direct four licensing professionals and four support staff; manage all patent and licensing activities and work with an external advisory council to evaluate new technologies; develop intellectual property policies; meet with faculty and administrators to counsel, advise and resolve disputes; represent the University in national and state organizations.

Minimum qualifications: Bachelor's degree in science or engineering and knowledge of science, patent law and contractual agreements. Desired qualifications: Experience managing a technology transfer operation; demonstrated success marketing intellectual property to industry and negotiating agreements; an understanding and appreciation of the research enterprise in an educational institution; and experience in technology/licensing in private intellectual property.

Applications must be postmarked by May 31, 1992. Send resume and letter of application discussing experiences and relevant accomplishments to:

Director of Patents and Ucensing Search Committee University of Minnesota Office of Research and Technology Transfer Suite 201, 1100 Washington Avenue South Minneapolts, MN 55415-1226

The University of Minnesola is an equal opportunity educator and employer



EASTERN ILLINOIS UNIVERSITY seeks a director to guide the academic computer-oriented research, instructional, network, and consulting support activities required by faculty; to direct the student rutoring activities in university laboratories supported by Academic Computing; to recommend computer support modifications and additions; to train and guide staff in the performance of system administration and consulting activities; and to have a major responsibility for faculty relations. Qualifications: Advanced degree in an academic discipline (terminal degree desired), college or university teaching redentials, and the ability to demonstrate increasingly responsible experience in (1) computerbased academic research, (2) UNIX system administration, and (3) personnel management.

Eastern Illinois University places priority on teaching excellence and has an enrollment of approximately 10,000 on-campus students in undergraduate and graduate programs. It features a comprehensive campuswide LAN and an active internet node. The University is located in the east central illinois community of Charleston (pop. 20,000) with access to several large cities.

Several large cities.

To apply: Send curriculum vitae and names and addresses of three references to Mr. David E. Henard, Assoc. VP for Computer and Telecom. Services, Eastern Illinois University, Citarieston, IL 61920; (217) 581-3227. FAX (217) 581-2722. Nominations and applications must be received before 5/25/92 to receive full consideration. Eastern Illinois University is and Affirmative Action, Equal Opportunity Employer. Applications from women, minorities, and handicapped individuals are encouraged. Starting date is 8/92.

Director of Conferences and **Events Planning**

The Director of Conferences and Events Planning is responsible for the coordination and planning of all campus special events (excluding student activities) including the administration of an extensive summer conferences program schedule. Successful candidates will have experience in college conference planning, continuing education or other residential conference planning activities. Excellent organizational and communications skills as well as expertise in client services are required. A bachelor's degree and 3 years' experience required. The position reports to the Director of College Relations and is an extremely vital component of the college's public relations and advancement activities.

Johnson State College, Johnson, VT 05656. Johnson State College is an Equal Opportunity, Affilmative Action Employer.

Johnson State College, one of the five colleges of the Vermont State Colleges system, is located in northern Vermont, one hour east of Burlington near Stowe, VT. The four-year public, liberal arts college enrolls 1730 students.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

every week in The Chronicle.

University of Massachusetts Dartmouth Director of Admissions

The University of Massachusetts Cartmouth seeks an energetic and experienced individual to take charge of its Admissions Office. The successful candidate will join an enrollment management team headed by the Associate Vice Chancellot

The Director of Admissions is responsible for the recruitment and admission of both new restumen and transfer students. Reporting directly to the Associate Vice Chancellor for Adademic Affairs, the Director of Admissions is administrative head of a unit that includes 5 admissions professionals and a support staff of 7, suppleof a unit that includes 5 admissions professionals and a support staff of 7, supplemented by approximately 15 student workers. Each year the office visits mass secondary schools in Massachusetts and selected schools in neighboring states, and considers 5,500 undergraduate applications in a selective admissions process. About 1,000 new freshmen and 600 transfers enroll in fall and 120 additional students are admitted at mid-year. The Director of Admissions asserts in planning and implementing enrollment management programs and in formulating policies and procedures for inter-institutional cooperation, both within the University of Massachuseits system and with the other public educational institutions of the state The University seeks to maintain and strengthen admissions selectivity and to foster its commitment to affirmative action and cultural diversity.

Required Qualifications include an earned Master's degree with at least 5 years requires custifications and increasing responsibility in university-level admis-sions or admissions-related work. Also required are strong interpersonal, organi-zational, analytical, and public speaking skills; personal qualities of leadership, vision, and judgment; current exposience in new-student marketing/recruitment, including success in minority recruitment; demonstrated ability to supervise and train clerical and professional staff; ability to administer a complex studentinformation database with an interest in developing its potential in admissions communications and institutional research.

Salary and Benefits are competitive and commensurate with qualifications and experience. The Otrector of Admissions is a member of a collective bargaining unit. Starting date is July 1, 1992, or as soon thereafter as possible.

Application Process: Applicants and nominees should send a letter of interest, a current resume, and the names, addresses, and telephone numbers of at least three relevences. References will not be contacted without prior approval of the candidate. Official transcripts will be requested of finalists. The Search Committee will begin screening applications in mid-May and will continue to accept applications.

The University of Messachusetts Dartmouth (formerly Southeastern Massachusetts University) is committed to Affirmative Action and cultural diversity and strongly encourages nominations and applications from women and minorities.

Applications should be addressed to: L. Bryce Anderson, Chairperson, Search Committee for Director of Admirations, Office of the Procest, University of Massachusetts Dartmouth, North Dartmouth, MA 02747-2300. The University of Massachusetts Dartmouth is an Affirmative Action/Equal Opportunity



DIRECTOR OF PUBLIC SAFETY

Personnel Status: Associate Staff, full-time, with full University of Maryland

penefits. Safary is negotiable Responsibilities: Plans and directs the personnel, tudgetary, and operational activities of the Department of Public Safety, Including campus police, campus security, fire and safety, parking control; acts as liaison with city, county, state and federal law enforcement officials; acts as consultant to University units on

matters of safety and security. Minimum Qualifications: Bachelor's degree in Police Administration, Public Administration. or Business Administration. Law enforcement background, with supervisory experience required, as well as excellent written and verbal communication and interpersonal skills. Police certification preferred. Interested, qualified applicants should submit a resume and three letters of recommendation by May 18, 1992 to:

Department of Hurian Resources J. T. Williams Building University of Maryland Eastern Shore Princess Anne, Maryland 21853

The successful candidate must be able to show acceptable documen proving identity and establishing the right to accept employment in the United States of America. UMES is an EEO/AA employer, maintains a drugfree workplace, and enforces a no-smoking policy applicable to all campus bulldings.

Nursing Associate Dearge Nursing Faculiy—3 positions. One psychlaute-mental
health nursing and two medical-surgical
nursing faculty rositions available for fall
1992 in this NLN accredited associate degree nursing program. Qualifications: Master's degree in appropriate nursing specialty required, teaching experience preferred.
Applicants may be considered for chair of
associate depres department with additional qualifications: teaching experience in
A.D. nursing required, administrative experience and doctorus preferred. Send resumé and names and addresses of three references to Dr. Margaret E. Gray, Chair,

Nursing Morchead State University, Associate Degree Nursing Faculty. Applications and communitous are invited for a tenmonth tenure-track position of Nursing Faculty in the ADN Program beginning August 13, 1992. Responsibilities: Conducts classroom and clinical instruction; supervises and evaluates students, participates in questions curriculum development; and advises students. Qualifications: Master's degree in nursing students. Qualifications: Master's degree on nursing vita at least its graduate hours in nursing. Expertise in systematic and control of the given to candidates with master's in Community Health, Nursing the program of the pro Nursing: Faculty position available in innevative NLN accredited BSN program at a nationally recognized liberal arts and actences university. Master's degree in nursing required, doctoral degree preferred. Preference will be given to candidates with master's in Community Health Nursing or Maternal Cluid Nursing. Blighthly for Mis-



Diagnostic Instrumentation and Analysis Laboratory

* MISSISSIPPI STATE UNIVERSITY

Marketing Development Officer

Mississippi State University is seeking a skilled individual to serve as Marketing Development Officer for the Diagnostic Instrumentation and Analysis Lahoratory (DIAL). This officer will report to the Director of DIAL which is one of MSU's most prestigious research laboratories. DIAL is an interdisciplinary group of engineers and scientials who have developed state-of-the-art optical, laser-based diagnostic instruments to measure critical condustion parameters in any type of harsh environments. The laboratory is undertaking two major initiatives: the construction of a new building and initiation of a cooperative venture with a major Department of Energy Laboratory.

Landidates for this full-time, twelve-month, professional position should have at least three years experience in higher educational fund relsing, or equivalent experience in sales, business, or related fields. The ideal candidate would also possess a background in an engineering or acientific field. A baccaloureate degree is required. It is preferred that candidates have proven record of successful fund-raising experience in major corporate solicitation and possess administrative leadership and public relations skills. Salary is commonsurate with qualifications and experience.

Candidates must also have good communication and writing skills, and be willing to travel extensively.

Mississippi State University, a land grant institution founded in 1878, is a member of the Southeastern Conference and is located in Starkville, Mississippi, MSU has an enrollment of over 14,000 students and is a major comprehensive research university. The University has over 800 faculty and annual budget of over \$200 million.

Interested applicants should submit a letter of application, a copy of their résumé, and a list of at least 3 references to:

Steve Shepard, Director of DIAL Mississippi State University P. O. Drawer MM Mississippi Stato, Mississippi 39762-5932

Applications will be accepted until the position is filled. The selection process is expected to be completed by June 1, 1992, and assignment to hegin on or before July 1, 1992.

Mississippi State University is an Equal Opportunity, Affirmative Action Employer

UNIVERSITY OF CALIFORNIA

DIVISION OF AGRICULTURE AND NATURAL RESOURCES HEAD LIBRARIAN, Water Resources Center Archives Headquarters: University of California, Berkelay

The Water Resources Center Archives is a special collection of research materials in the water field serving the needs of the University of Celifornia's systemwide instructional, research and service programs. The Librarian is responsible for the overall management and direction of the Water Resources Center Archives. MLS from an ALA accredited school is required. A minimum of 4 years of related experience demonstrating progressively responsible librarian duties, Previous managerial and supervisory experience in an academic library is required. Demonstrated knowledge of cataloging practices (AACRII) is essential. Familiarity with personal computers and CD-ROM equipment and online systems such as OCLC, DIALOG, MELVYL, and experience with Machine Readable Catalog (MARC) cataloging is required. Safary Ranges (Associate Librarian) from \$35,052 to \$41,180 commensurate with experience and specific qualification. Complete description available. Applicants must apply in writing, including with the fetter, a complete statement of qualifications, a full resume of their education and relevant experience, and the names/addresses of three references to U.C. Division of Agriculture & Natural Resources, Personnel Department, 300 Lakeside Drive, 6th Floor, Oakland, CA 94612-3560; 510/987-0087. Close 7/1/92. Refer to position & APG92-01. Affirmative Action, Equal Opportunity Employer M/F/H.

Nursing: Paculty applicants are invited to apply for positions in Autui Health, Maternal-Child, and Community and Mental Health Nursing and Nursing Services Administration for Spring 1992 andrer 1992-31 Acqueente Year to teach in baccalaureate and master's programs, Qualified applicants must hald a hinster's Degree in appropriate specialty area; doctorate yeared and required part required for tenure-track positions. Prior citical and teaching experience, and in an academic health actences center. East Carolina University is a comprehensive university controlly located in eastern North Carolina, University is a comprehensive university and Atlantic Coast reports. Salary competitive and Commenciates and housifications university and seeds in the proposition of t ca. between the Research Triangle Park and Atlantic Coast resorts. Satary competitive and commensurate with qualifications and experience. Send letter of application, who and names of direc references to: Karten Kruna, Chair, Faculty Affairs Committee, School of Nurains, East Carolina University, Greenville, North Carolina 27838. 4353, or call (919) 737-6098. Screening begins on Decomper 1, 1991, and available out illustrate and available of the control of the contro

Nursing: Faculty. Grand View College Division of Nursing invites applications for faculty interested in a dynamic teaching position in an NLN-accrediteit school. Positions available for August 1992 in medical/sursical and critical care mursing. Master's Jearse in Nursins required, doctorate preferred. Experience in nursins education and recent specific experience preferred. Grand View College offers twenty-two baccalourests majors and an Evening-Week-egad Program in an other setting. We are committed to excellence in teaching including response program in an other setting. We are committed to excellence in teaching including response programation for class and close interaction with students. Submit resumé with 3 references by May 1, 1992. We en-

UNIVERSITY OF THE PACIFIC **School of Education**

DIRECTOR OF STUDENT TEACHERS AND INTERNS

Assistant/Associate Professor, non-tenure track position. Initial appointment, three years. Position includes full academic year and some summer employment. An earned doctorate is preferred in Curriculum and instruction or related field with emphasis in clinical supervision theory and iechniques. The primary responsibility of the successful candidate will be to arrange field placement, provide coordination and supervision for student teaching and intens, provide inservice on supervision techniques to university and classroom supervisions and teach courses in credential programs or for the Curriculum and instruction Department. Other teaching assignments will be depundent on departmental needs and the background of the Individual.

Salary will be commensurate with experience and qualifications. Applicants should have a strong research interest, previous K-12 teaching and supervision experience, and familiarity with the instruction of students of different inguistic and cultural backgrounds. Applicants should be knowledgeable about current professional education trends such as the development of a knowledge base for teacher education and case study research.

Send letter of application accompanied by a statement of research and teaching interest and experience, a current vitae, and three letters of reference to Chair, Search Committee, Department of Curriculum and Instruction, School of Education, University of the Pacific, Stockton, CA 95211. Screening will begin by May 8, 1992, but applications will be accepted until a suitable candidate is selected. The successful candidate will assume the position by August 25, 1992.

The University of the Pacific is an Affirmative Action, Equal Opportunity Employer.

STLAWRENCE UNIVERSITY

DIRECTOR OF CONFERENCE SERVICES

St. Lawrence University, an independent, residential liberal arts college with an enrollment of 1,800 students, seeks an individual to develop and implement a dynamic program of conferences, meetings, seminars, and other campus activities to be available to a wide variety of constituences. The successful candidate will have a strong entrepreneurial drive coupled with exceptional logistical, marketing and communications skills. The individual should have direct experience in the promotion of campus conferencing or demonstrated organizational and creative success in a related field. A bachelor's degree is required and an advanced degree is highly desirable.

Applications and nominations will be reviewed immediately and should be directed to:

Thomas F. Coakley
Asst. Vice President for Business & Finance
St. Lawrence University
Canton, NY 13617

Review of applications will begin on May 1, 1992 and continue until a successful candidate is found.

St. Lawrence University is committed to fostering multicultural diversity in its faculty, staff, student body and programs of instruction. As an Equal Opportunity, Afformative Action employer, we specifically encourage applications from women, withoutiles, and persons with disabilities.

LAWRENCE

Search Extended

Associate Director of Development - Major Gifts

Lawrence University is seeking applicants for a senior-level major gifts officer. This individual will play an important role in an anticipated capital campaign. We seek an experienced development professional with strong interpersonal skills to participate directly in the identification, estimated and solicitation of major gift prospects and donors and assume responsibility for managing a segmont of that major gift prospect pool. Extensive travel is required. This individual will report to the Director of Development-Capital Giving and will work collegially with other members of the professional development staff in planning and execution of the college's advancement program. Applicants must possess a bachelor's degree; three years or more of development experience, preferably in higher education; strong interpersonal skills; knowledge of major gift programs and prospect management systems; excellent writing abilities; and an understanding and appreciation of liberal education.

A highly selective liberal arts college of 1200 students. Lewrence and

and appreciation of liberal education.

A highly selective liberal arts college of 1200 students, Lawrence ranks among the best of America's small, private liberal arts colleges, consistently attracts students of highly quality and promise and is located in a thriving urban area of more than 170,000 people.

Please send a letter of application and résumé, including three references, by May 11, 1992, be: Gregory A. Volk, Director of Development-Capital Giving, Lawrence University, P. O. Box 599, Appleton, Wisconsin 54012-0599.

LAWRENCE UNIVERSITY Promotes Equal Opportunity For All.

 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

1 2 Carrier and the same

every week in The Chronicle.

UNIVERSITY REGISTRAR

The University of Michigan, Ann Arbor, Invites nominators and applications for the position of University Registra. The Registrar is responsible for planning and directing the farray of administrative and operational activities within the Office of the Registrar and for coordinating with the edmits trative units, the 17 schools and colleges, and other acades to units at the University. The Office is one of a number of the units, such as the offices of Undergraduate Admissions, in units, and Aid, Orientation, and Schaduling, that report to be Office of the Provest and Vice-President for Academic & fairs.

Founded in 1817, the Ann Arbor campus of the University Michigan is a residential, highly selective and distinguish public university and a major research institution. The statent body of ever 35,000 students, pursuing more than to typos of degree programs, represent a diversity of rady ethnic, and aconomic backgrounds.

ethnic, and economic backgrounds.

The University seeks a dynamic and articulate individual who has a strong record of administrative experience, leadership, and accomptishment in the profession. Candidates should be innovative and provide strong leadership. Candidates should also have the following: extensive experience in the administration of a comprehensive office of registration and records, or a similar field; experience in developing and implementing information technology in a complex university setting; excellent communication skills; effective interpessional skills; sensitivity to students' needs and to the requisionand skills; sensitivity to students' needs and to the requisionand skills; sensitivity to students' needs and to the requisionant of a high-quality service organization; and a strong commitment to equal opportunity and affirmative action. Candidates should possess at least a Master's degree or an equivalent combination of education and experience.

Please forward a letter of application and a résume to Glenda Haskell, Office of Academic Affairs, 3056 Fleming Administration Building. Ann Arbor, Michigan 48109-1340. Applications and nominations should be submitted immediately. Applications submitted by May 15, 1992 will be given first consideration.



SOUTHERN CONNECTICUT STATE UNIVERSITY Residence Life

Assistant to the Director of Housing/Recidence Hell Director 4 ps

United the purpose of the Appropriate Open of Student Al-Union the signs visins of the Arendata Open of Stock of fourth leadure Life, the five-in professional staff morbs of responsible for the overall quality of the not a University residuace half the the coordinates the educational student description of this position is on establishing and maintaining an areaphies a conductive to pursuous growth and acadesic achievament (12) month position.

EDUCATION AND EXPERIENCE Two years of relevant housing experience inquipping the applicant to relate offectively to resident university students and staff. A Bochelor's degree is required. These qualifications may be wrived for individual with appropriate alternate experience.

Solary Range: \$26,500-\$28,000 plus furnished apartment and fingli henefits

Candidates should submit cover letter, résumé and 3 letters d'effe ence. The closing date of application is May 11, 1992. Plassa dres application :

Mr. Richard V. Farricielli Associate Oean of Student Affairs/Residence Life 320 Fitch St. Naw Haven, CT 06516

AA/EQE

and field vehicles. Send résumé, Iranscripts, and the names of three references
to Lir. Phil Manker, Chulman, Department
of Geulogy and Physics, Georgia Southwestern Collega, Americus, Georgia 31709.
Closing date is May 15, 1992 GSW is an
equal opportunity, affirmative action employer.

Political Science: Western New England College invites applications for a one year position at the instructor/Assistant Professor level to teach an introductory course in politics. American constitutional law, and introductory/advanced courses in American government. Ph.D. atrongly preferred Review of applications will begin on April 27 and will continue until the position is filled. Please send a letter of application to Dean Barrion Forter, Dean of Arts and Sciences, Western New England Coltoge, 1215 Wilbraham Road, Springfield, Masse-

to Dr. Phill Manker, Chultman, Department of Geology and Physics, Georgia Southwestern College, American, Georgia 1709, Closing date is May 18, 1692 (18W is an equal opportunity, affirmative action employer.

Physics: Undergraduate faculty teaching position in physics beginning Fall, 1992. Person will teach freshman physics, Matica, dynamics, and electronic circuits Ph.D. preferred and M.S. required. Send results of the present of the pr

BULLETIN BOARD: Positions available



BROWN **UNIVERSITY**

Thomas J. Watson Jr. Institute for International Studies

Director

Brown University invites applications or nominations for the newly-created Howard R. Swearer Directorship for International Studies, named in honor of the first directur of the Watson Institute and former president of the university. Founded in 1986, the Watson Institute is designed to be the focal point within the university for international studies, currently including thirteen affiliated centers and programs. This position of director provides an unusual opportunity for academic leadership and Institution-building. The interdisciplinary research agenda of the Watson Institute combines fundamental scholarship and problem-oriented policy analysis; the current for are foreign policy and International security. Socio-economic development, and transnational problems. Brown University seeks someone to provide vision for the Watson institute, expand its research, and support appropriate academic programs. The Director should have held an important administrative position in an academic institution or a senior policy-making position and have credentials appropriate for a tenured faculty appointment. The Director should have administrative skills and a demonstrated ability to command respect among diverse constituencies of faculty, students, and national and international leaders. While a substantial endowment is already in place, one of the major leadership challenges will be generating resources and endowment to ensure quality programs. The Director will report through the Provost to the President. Nominations or a letter of application, resumé, and at least three names, addresses, and phone numbers of references should be sent to: of application, resume, and a control of application, resume, and the sent to:

Walson Institute Directorship Search Committee Brown University Box 1980 Providence, RI 02912

To receive consideration, applications should be received no later than July 15, 1992; but the search will remain upon until a sultable candidate is selected. Brown is an AA/EOE employer and especially welcomes applications from women and minority candidates.

m

PROGRAM DIRECTOR The Aaron Diamond Foundation Postdoctoral Research

Fellowships in the Biomedical and Social Sciences

The New York State Health Research Council in collaboration with The Auron Diamond Foundation is seeking an administrator or scientist to direct an exciting new research fellowship program for using on the blumedical and social selnce aspects of two of the most important public health problems facing New York City—Allas and drug abuse. Now in its second year, this \$16 tun initiative requires a leader who is concerned with the desclopment of young scientists and the future of research in New York City. Aaron Diamond Foundation Fellows work under the guidance of sentor scientists at the savious academic and research organizations in New York City

The Program Director is responsible for program development and administra-Don Duiks include, coordination of activities involved in the selection of felto gairculated from the transport of the same that conferences and seminary associated as the policyling of conferences and seminary associated as the policyling of conferences and seminary as the policyling of conferences are the policyling of conferences and seminary as the policyling of conferences are the policyling of conferences and the policyling of conferences are contracts; and collaboration with an adente institutions and scientists

The Program Director should be energetic and familiar with binnedical and social science research in a calendic enstronments. We are looking for a self-stater who is adept at dealing with scientists and interested in research spanning a broad range of subject areas. Managerial and writing skills are essential o success to this position. A graduate degree(s) in an appropriate discipline is preferred. Salary commensurate with experience

No phone calls please. Send resume including salary listory to. The Aaron Diamond Foundation Postdoctoral Research Fellowships c/o New York State Health Research Council 5 Fenn Plaza, Room 308 New York, New York 10001

standard and undergraduate courses in data analysis and sitalicia, research methodology, esperimental psychology including learning, and direction of graduate theses. There is potential for an active research program in a well-equipped psychobiology abonitory. Faculty contractual duties include but are not limited to: teaching, holding affice hours, advising students, serving of faculty or Haiversity committees, and conducting scholarly activities. The nurmal till-time teaching load is 12 credit hours per samester but may be adjusted as the nature of course offerings requires. Qualifications: Pa.D. in Psychology or a related field. Demonstrated or potential excellence in administering arms and/or supervision of stochalization in statistics, research methods, and learning, with secondary interest in nemory and cognitive processes desirable. Salary Range: Competitive depending on qualifications and experience. Application will begin on May 15, 1992; however.

on malifications and experience. Applications Denditine: The screening of application benditine: The screening of applications will be sin on May 15, 1992; however, the position will remain open until filled. Application: Complete applications will consist of a letter of applications will consist of a letter of applications under the letters of recommendation and representative reprints. Applications and representative reprints. Applications are rimostal Psychology Search Committee, Department of Behavioral Sciences, New Mexico Highlands University, Las Vegas, New Mexico Highlands University, Las Vegas, New Mexico Highlands University is an AA/EEO Employer. Prychology: Please see display advertisens, in the following: Counseling interventions, with one or more special populations with clinical populations of a women, men's or women a issues, international students, the physically challenged. Peratural position, Psychology professor, tenur-trest position with clinical sychology: Peratural populations of interns and/or practicum students; men all supervision of interns and/or practicum students; men allowed programs, and supervision of interns and or practicum students; men and supervision of interns and or practicum students; men and supervision of interns and or practicum students; men allowed programs, and supervision of interns and or practicum students; men and supervision of interns and or practicum students; men and supervision of interns and or practicum students; men allowed programs, and supervision of interns and or practicum stud

Librarian, Director

St. John's Seminary College, Camarillo, CA, is seeking a librarian (preferably a religious) to administer a Serdinary College library which serves faculty and seminarians of a four year freestanding Seminary College. Requirements ALA accredited Master of Library Science, professional library experience, a atrong public service orientation, library and bibliography instruction, supervisory training, communication skills. Experience with library automation. CD ROM products, OCLC, DIALOG, and on line public access catalogs highly de-OCLC. DIALOG, and on line public access catalogs highly destrable. Send letter of application, résumé, 3 letters of recommendation to ERIC J. NICOLET, Academic Dean, St. John's Seminery College, 5118 E. Seminery Rd., Camarillo, CA 93012. Application deadline Juna 1, 1992. Interviews conducted after June 10, 1992. Position begins August 1, 1992.

DEAN

ROSS UNIVERSITY invites appli cations or nominations for the po-sition of Dean of its School of Medicine at its campus in the West Indies.

RESPONSIBILITIES: The Dean, who reports directly to the President of the University, has responsibility for and authority over all aspects of the School's Basic Science operations. ence operations. QUALIFICATIONS: An M.D. de-gree, experience in medical school teaching and administra-tion. Experience as a dean or as-sociate dean preferable.)

SALARY AND BENEFITS: Negotiable. Salary will be free of in-come tax. (No Federal, State, or Local U.S. Income taxes, no Dominican income lax.) APPLICATION PROCEDURE:

Send letter of application accom-panied by C.V. and names, ad-dresses and telephone numbers of eferences lu: Dr. Robert Ross Ross University School of Medicine 460 West 34th St., 12th Floor New York, NY 10001

Harvard University

• Chief Conservator in the Harvard University Library and in the Harvard College Library

Assistant Conservator in the Harvard College Library

The Harvard University Library represents more than 90 library units with collections of 12 million volumes. The Harvard College Library, the largest unit of the University Library, includes the Houghton Library (500,000 rare books and 5 million manuscripts) as well as special collections, manuscripts, maps and photographs in a number of other research libraries.

Chief Conservator

Reporting to the Malloy-Rabinowitz Preservation Librarian, the Chief Conservator is the principal officer responsible for the physical treatment and protection of the extensive special collections of the Harvard University Library. The incumbent is responsible for recommending and carrying out complex conservation projects and works closely with collection curators to determine the best course of action for a particular item/collection. The incumbent will be expected to pursue independent research to analyze and document historic book structures and book production.

The Chief Conservator manages a centralized Conservation laboratory and hires, supervises, and evaluates conservation staff including professional book and paper conservators, contract conservators working both on-site and off-site. The Chief Conservator evaluates the work done by collections conservators working in the libraries and in consultation with their supervisors, provides training and oversight as required

Requirements: A Ph.D. in a humanities discipline. Formal training in the conservation of rare books. and manuscripts. A minimum of ten years' experience with demonstrated excellence performing complex conservation treatments on rare books and manuscripts (demonstrated by submitting complex conservation treatments on rare books and manuscripts (demonstrated by submitting descriptions of up to four individual projects accompanied by appropriate documentation). Extensive knowledge of pre-1800 book binding history as demonstrated by a record of teaching, scholarship, and research. A record of scholarly publishing in a field of rare book description, with an emphasis on historic book structures. Experience as a consultant to historical repositories, archives, and libraries. Experience supervising and training professional conservators. Experience managing a cost-recovery workshop treating rare books. Anticipated salary mid 50's.

Assistant Conservator

Reporting to the Chief Conservator, the Assistant Conservator provides expert conservation treatment for the special collections in the Harvard College Library. Examines, specifies, and performs a wide variety of treatment operations designed to preserve the historic, artifactual, and intrinsic value of materials, stabilize their condition, and protect them. Approximately 75% of the incumbent's time would be treating materials. Participates in survey projects and in developing and implementing cost-effective strategies for large artifact collections. Coordinates schedules for work in the lab and supervises the project work of contract conservators or conservation technicians. Participates in training and seminars and assists the Chief Conservator in the operation and maintenance of the lab, including specifying supplies and maintaining equipment.

Requirements: A Master's degree from an accredited conservation training program and three years' professional experience. Proficiency in the treatment of artifacts and large special collections (demonstrated by submitting descriptions of up to four projects accompanied by appropriate documentation). A background in the conservation of archival collections preferred. Anticipated

To apply send a letter of interest, resume and the names of three references by May 26, 1992 to Hazel Stamps, Director of Personnel Services, Widener 188, Cambridge, MA 02138. Harvard University upholds a commitment to Affirmative Action and Equal

ALLEGHENY COLLEGE

MEADVILLE, PENNSYLVANIA 16335

Admissions

Allegheny College invites applications for a possible opening in the Admissions Office available July 1, 1992. The ride will depend on experience and other qualifications. The successful candidate will manage a geographic territory, travel in the territory, manage the admissions prospects from the territory through the admissions process, interview, plan events and evaluate applicants.

Candidates with some admissions or related experience are preferred. Entry level candidates will be considered. Candidates of color are encouraged to apply. Qualifications include excellent speaking and writing skills, appreciation of the liberal arts, good organizational skills and the ability to work independently, but also to contribute effectively to the admissions team effort. A bachelor's degree is required.

ellors. A bachetor's degree is required.

Salary is competitive and will reflect experience and qualifications. Send a letter of application, résumé and two references by May 8, 1992 to:

Gayle W. Pollock
Director of Admissions
Allegheny College
Meadville, PA 16335

Allegheny College is an Equal Opportunity Employer.



Lists of the latest books of interest to Academescholarly books and books about higher education ---

7.94.5

every week in The Chronicle.

EDITOR

The University of Pennsylvania Medical Center's Award-winning employee magazine, IIUPdate, is seeking an editor. Candidates must have significant experience as an editor and accomplished writing samples. Provious work must demonstrate good organization, croativity, a sense of what makes an interesting article, expert words athing, a range of styles to please a readership of 9,000, and an ability to meet the tight and unrelenting deadlines of a 24-page monthly publication. A background in an academic medical setting will be considered a plus

The position offers a highly competitive salary and excellent benefits. Please sond resume to Marshall Lodger, Ph.D., Acting Director, Public Affairs Department, University of Pounsylvania Medical Center, 3400. Sprace Street, 201 Blockley Hall, Philadelphia, PA 19104. We are an equal opportunity employer.

curriculum vitne; and at least three letters of reference. In the cover letter, please indicate you are applying for "Psychologist III" position. Application of castline is May 8, 1992. Members of under-represented groups are encouraged to apply. Send materials to Chair. Psychologist III Search Committee, Cousseling and Meatal Health Center, The University of Texas at Austin, P. O. Box 8119, Austin, Texas 78713-8119. The University of Texas at Austin is an Equal Opportunity, Affirmative Action Employer.

Psychology/Sociology: Academic year position available September 1992, at Darton College, a to College Newson, Personnel Specialist, Grace Standard College, and College, October May 15, 1992 to German College, and College, October May 15, 1992 to German College, and College, October May 15, 1992 to German College, October May 15, 1992

System of Georgia, Master's in psychology with graduate hours in sociology required. Ph.D. and teaching experience preferred. Responsibilities include: teaching three five-hour courses per quarter (guramer optional), academic advisins, assistance with division projects, departmental planding and development. Aprilcation closing date: May 8, 1992. A complete application include: resumer; letter addressing above responsibilities and qualifications, plus statements reflecting applicant's commitment to the two-year community college; names, addresses, and telephone mumbers of three current references; and unofficial iranscripts or all college work. Rank and salary commensurate with education and experience employment. Contact: Personnel Offica, Dearton College, 2400 Cilillorville Road, Albany, Georgia 31707. AAEOE.

Publications/Editor: Publications Productions Center Managing Editor-Graceland College. Minimum qualifications include 88/8/h degree in Art, Design or a related field. High energy and ability to communication with the communication of the responsibilities and qualification or related field and a degree in public health or related did and a degree in putrition or a resistered distribution or a related edit and a degree in putrition or a resistered distribution or a



COMMUNITY COLLEGE OF SOUTHERN NEVADA

formerly

Clark County Community College Las Vegas, Nevada

The Community College of Southern Nevada serves a 4-county area of 42,000 square miles with 3 campuses and approximately 40 learning centers, enrolling over 20,000 students (6,500 FTE). Applications are being accepted for two newly created academic continues.

STUDENT RETENTION MANAGER

Reports directly to the Vice President for Academic Alfairs. Responsibilities: Academic advisement, student outcomes assessment, and student retention; implementation of new faculty advisement program, development and supervision of minority retention program. Work with cleans, departments, and director of institutional research to develop student outcomes measurements and analysis, develop an academic follow-up program and monitor graduation rates

Qualifications: Master's degree required, experience supervising staff, demonstrated effective written and oral communications skills and evidence of leadership required; experience in academic advising and retention research preferred; possess an understanding of curriculum and testing

Beginning Salary Range: \$32,000-\$39,000.

MINORITY RETENTION SPECIALIST

Reports to the Student Relention Manager. Responsibilities: Advising international and minority students on person-ing and academic issues; formalizing assessment of constituency needs and developing strategies to meet those needs; developing and administering programs on career planning, study skills, decision marketing, and fob searching techniques; working closely with faculty members, student gov-ernment, and student service personnel to develop a mentorship pro-gram.

Qualifications: Candidate must have a strong commitment as exhibited by past work experience through goals of cultural and ethnic diversity. Bachelor's degree required, Master's preferred in a behavioral science. Applicant must possess organization and computer skills and also skills in testing, counseling, and have prior work experience with cultural and ethnically diverse populations.

Salary: \$32,000. Application Procedure: Review of applications will begin May 18, 1992 and will continue until positions are filed. A cover letter, current résumé, copies of transcripts, and three letters of reference should be forwarded to: Personnel Office—C1A, Community College of Southern Nevada, 3200 E. Cheyenne Avenue, North Las Vegas, NV 89030. AAVEOE,

DIRECTOR OF ' ENROLLMENT MANAGEMENT

St. Thomas Aquinas College Sparkill, New York

Energetic, creative, systems-oriented person to design and coordinate imple-mentation of integrated recruitment and retention systems for a fiscally sound, suburban New York independent college with a stable encollment of 2000. Knowledge of marketing and information systems. Experience in college ad-seting and packaging, and in recruitment of both resident and commuter stu-dents. Master's preferred.

New Position, responsible to Vice President for Academic Affeirs, available summer '92. Excellent salary and fringe package, commensurate with background and experience. Reply with letter of interest, current résumé, and names, addresses and phone numbers for three references to:

Dr. Peter D. O'Connor Vice President for Academic Affairs St. Thomas Aguinas College Sparkill, New York 10976

An Equal Opportunity Employer.

SELMA UNIVERSITY

Director of Development

Selma University invites applications for the position of the Director of Development. This person will be the principal fund raiser and institutional development person. Ho/She will report to the President. The successful candidate will provide leadership in the expanded and multibased external fund-raising program which includes alumni and church relations, annual fund, corporate and foundation support, planned giving, church support and developing a viable endowment.

Minimum qualifications are a bachelor's degree, master's degree preferred, 3 to 5 years' experience in institutional development and fund mising at a four-year college. Must be capable to work with a small black church-related institution. Must have record of initiating and managing various fund-raising operations. Salary depends on qualifications, Position available in August 1992. ible in August 1992

Selma University is a small HBCU, four-year liberal arts college supported by the Alabama State Missionary Baptist Convention, Inc. Send a letter of application with a vita, three references in the area of experience, and other documents before May 18, 1992 to Dr. B. W. Dawson, President, Selma University, 1501 Lapsley Street, Selma, Al 36701,

Public Relations: See regular classified advertisment under Communication, Suffolk University.

Public Relations: Director of College Relations—Cruceland College. Minimum qualifications include SS/BA degree in Public Relations, Marketing, or a related field, algater's degree preferred. Strong oral Communication, editing, and writing skills required, Pive years of experience in directing the public relations or college relations program with strong managerisi

RESIDENCE LIFE

SUNY Purchase, located 30 miles north of New York City, is the youngest of the SUNY schools and serves 4000 students each semester in its first-class College of Letters and Science, conservatory-based School of the Arts, and its

Director of Residential Life

Director of Residential Life

SUNY Purchase seeks experienced professional to provide energetic leadership and direction for a housing/residential life program which supports the
educational mission of the College. The Director supervises eight professionals, two clerical staff, 62 paraprofessionals and reports directly to the Vice
President for Student Affairs; is responsible for program development, policy,
facilities, budget, and staffing which accommodates 1700 residents; and
serves as one of seven directors within the Division of Student Affairs, MA
and 5-7 years of successful residential experience at the management Journ serves as one or seven directors within the Division or student Anians, NAA, and 5-7 years of successful residential experience at the management level required, Doctorate a plus. Evidence of archievement in lostering multi-culturalism, of ability to manage limited resources creatively and understanding of the line and performing arts desirable. Salary, mid 40's, Expected start by July 1. Application residual basis May 1. 1. Application review begins May 1.

Residence Coordinator (anticipated opening)
A 10-month Residence Coordinator manages a 300-500 student residence hall/apartment complex, providing supervision of paraprolessional staff, oversight of all educational programming, counseling, advising and student advocacy and coordination of facilities' concerns. B.A. required; M.A. preferred Salary competitive; housing provided. Expected start, Aug. 1. Application review process begins May 1.

Applicants should send letter, vita and names, addresses including phone

Mr. Peter Brown Personnel Office SUNY Purchase 735 Anderson Hill Road Purchase, New York 10577

DIRECTOR OF ADMISSIONS -GRADUATE & SPECIAL PROGRAMS

North Park College and Theological Seminary is seeking a person to plan, direct, and manage the admissions minarives for adult learning, graduate education, and special undergraduate programs.

This person will report directly to the Vice President for Institutional Ad-Candidates should possess a graduate degree and have significant knowledge and/or experience related to enrollment management, recruting, market-

The position requires commitment to North Park's mission of Christian higher education, strong communication and interpersonal skills, and a management style that is collegial, marketing sensitive, systems driven, and

Applications will be reviewed beginning April 1 until the position is filled.



North Park is an EEO employer.

DIRECTOR OF COUNSELING



Effective Date: August 1, 1992 or later; application deadline: May 20, 1992. Salary: \$42,000 or above (DOQ). Required education and experience: Doctoral degree in Counseling or Counseling Psychology or highly related field, and eligibility for licensure in the slate of New Mexico. Five to seven years of experience, five of which should be university related. Previous administrative experience and incressure preferred. Detailed announcement of position available upon request. Cood frings benefits package for employees. theri or posuon available upon request. Good range benefits package for employees. Send letter of interest including a statement of counsoling center philosophy, résumé, official transcript of graduate work, and the names, tilles, addresses, and interphone numbers of finee references who can altest to the candidate's professional qualifications. REPLY TO: Dr. Paticia Wolf — Vice President, Student Affairs New Mexico State University Box 10001, Dept. 3973 a Las Craces, NM 86003 Telephone: (505) 646-1722

NEW MEXICO STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, Offer of employment is contingent upon verification of individual's eligibility for employment in the United States.



A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators —

every week in The Chronicle.



GONZAGA UNIVERSITY

DIRECTOR OF DEVELOPMENT

Conzaga University atmonners a search for its Director of Development assume direct administrative and operational responsibility for the University for the University Indicating propyrates. The Director reports in the Vice President for University Relations, and managers the ancast of around giving, maker gifts, corporate Ramadation relations, planned private the Director of Development seems and indicating and records as a member of the Wice President's management graph. University Relations. Adapted responsibilities include establishing fundering data, and other tives, as from plans and budgets; overseeing a detailed programment of the Mice President's management stategies and assigning prospective domas to development offices for stategies and assigning prospective domas to development offices for stategies and assigning prospective domas to development offices for stategies and assigning prospective domas to development offices for stategies and assigning to the Director works closely with the University Relations to assign/mention prospect assignments to the flood Vice President, and members of the Beaut of Trustees and Region, and some responsibility for specific domain relationships. The successful cardeas and testing the prospect in the formal relationships. The successful cardeas and testing the development prospectific of Congulations and a hardent stepper extension and districtive characteristics of Congulation and a hardent of the development prospective of cardenting and softening prospects; excellent writen and whe desire to direct an enthusiasitic and algebra testing and prospect research. counting, and prospect research.

Candidates will be reviewed beginning May 8, 1992. Noninalion and agolu-tions, including a letter of application, resume, and letters from three prosess al references should be chrested for

Steve Doolittle Director of Personnel Services Conzaga University Spokane, WA 99258-0001

Gonzaga University, a Josent, Catholic omversity founded in 1807 aid local in Spakane, Washington, equalls 4,000 students in seven schools Aread Sciences, Law. Business, Engineering, Education, Professional Studies, aid for Graduate School. Compage University is an Equal Opportunity, Affordat Action Linguistics.

University of Minnesota LICENSING ASSOCIATE

OFFICE OF PATENTS AND LICENSING

Academic administrative position reporting to an Assistant Director of Pa-

Responsibilities; then tity parentable technologies developed by regarder at the University and her use these technologies to companies without miteract with mechnical scale hers, evaluate patent leasibility; conduct maket research; interact with patent attorneys, market technologies to companies, and negotiate and administer her uses.

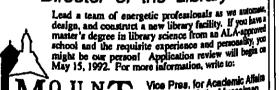
Minimum qualifications: Bachelor's degree in science or engineering felt and experience in technology transfer and licensing. Desired qualifications: Drafting heeries agreements in an academic or adustrial scing femiliarity with patent law, and excellent oral and written communicies.

Applications must be postmarked by May 31, 1992. Send resume adds of application discussing experiences and relevant accomplishment to

Licensing Associate Scarch Commutee, University of Minneson Office of Research and Technology Transfer Suite 201, 11(0) Washington Avenue South Minneapolis, MN 55415-1226

The University of Minnesota is an equal opportunity educator and employee

Director of the Library



MOUNT
COLLEGE
Company Street Control of Academic Affairs
Count Aloysius College
1 Codege Drive
Creason, PA 16680 COLLEGE Spenieral by the Sisters of Morcy

Raading: Tenure track position. Fail, 1992.
Assistant/Associate Professor. Teach graduate and undergraduate reading courses. Supervision of chnical reading experiences, and student teachers. Participation in scholarly activities leading to publication and presentation desired. Qualifications: Doctoral degree in Reading. Three years teaching experience in the elementary grades, including experience in an elementary section to Dr. Beverty Boals, Chair, Department of Elementary Education, Arkansas State University, Arkansas 72467; (501) 972-3039. Application deadline May 13, 1992 or until filted. Effective date of employment is August 15, 1992. Arkansas State University is an equal opportunity, affirmative action employer, malestemate. Minorities and wunden are encouraged to apply.

BULLETIN BOARD: Positions available

PURDUE UNIVERSITY CALUMET Hammond, Indiana

Applications and nominations are invited for the position of: DEAN OF THE SCHOOL OF LIBERAL ARTS AND SCIENCES Starting Date: January 1, 1993

The School of Liberal Arts and Sciences Includes eight departments: Behavioral Sciences; Biology: Chemistry and Physics: Communication and Creative Arts; English and Philosophy; Foreign Languages and Literatures; Cardive Arts; English and Philosophy; Foreign Languages and Literatures; History and Political Science; and Mathematics, Computer Science and Statistics. Associate, baccalaureate, and master's degrees are offered in Statistics. Associate, baccalaureate, and Women's Studies. Full-time Studies Center, the Gerontology Center, and Women's Studies. Full-time Studies Center, the Gerontology Center, and Women's Studies. Full-time faculty in the School number 124 (F91). Located in Hammond, Indiana, a suburban metropolitan area adjacent to Chicago. PUC is a comprehensive commuter university of 9,000 + full- and part-time students.

commuter university of 9,000 + full- and part-time students.

The successful candidate will have the following characteristics:

1. an earned doctorate in a discipline within the purview of the School.

2. a record of personal academic accomplishment at the University level commensurate with appointment to the faculty at the rank of Professor, and with demonstrated excellence in each of the following areas:

a. teaching, as evidenced by awards, textbook publication, course/curriculum innovation, etc.

b. scholarship, as evidenced by refereed publications, juried shows, reviewed public performances, etc.

c. administrative service, as evidenced by successful prior service as a dean or in chairing and academic department.

3. a demonstrated commitment to excellence in academic programs at all levels.

a demonstrated commitment to excellence in academic programs at all levels.
 a commitment to making higher education accessible to the culturally diverse constituencies served by PUC.
 a commitment to maintaining a campus environment that is welcom-ing and nurturing to a student body with diverse background and accessibilities.

preparations.

6. a commitment to facilitating innovative faculty activities intended to loster enhanced learning experiences for students, and to promote faculty development and professional growth.

7. a commitment to community partnerships to promote and enrich education, commerce, industry, culture, the arts, the professions, and

Applications must include: a letter of application including a personal statement of qualifications; a statement of the applicant's philosophy of academic administration in an urban university; a curriculum vitae; and names, addresses and telephone numbers of five professional references.

Professor Dennis M. Barbour, Chair Professor Dennis M. Barbour, Chair IAS Dean Selection Advisory Committee 308 Lawshe Purdue University Calumet Hammond, Indiana 46323-2094

ersity Calumet is an Equal Acces

WEST VIRGINIA UNIVERSITY Dean **College of Creative Arts**

WEST VIRGINIA UNIVERSITY is a land-grant research institution with 15 colleges; founded in 1867, it is a doctoral degree granting institution enrolling 22,500 students in 175 degree programs. MORGANTOWN, a diverse, scenic community of approximately 45,000, has easy access to Pittsburgh and Washington, D.C., and ample cultural and

THE COLLEGE OF CREATIVE ARTS includes the Divisions of Art, Music, and heatre, and is housed in a multi-million dollar Creative Arts Center. RESPONSIBILITIES: The dean is the chief academic and administrative officer of the college, manages the Creative Arts Center, and reports directly to the wiversity Provost.

OUALIFICATIONS: W/VU seeks a strong leader with

established national reputation for achievement and leadership;
 demonstrated ability to be a visible and articulate advocate for the college, the center, and the importance of the arts to education and to

society:

demonstrated ability to foster academic and artistic excellence and integrity in instruction, research, and service:

demonstrated interest and experience in fund raising and public relations which strengthen ties with alumni, visiting committee, and other supportant.

demonstrated commitment to equal opportunity and affirmative action;
appropriate administrative experience demonstrating understanding of fiscal responsibility, budget management, and strategic planning;
appreciation of the role of faculty governance;
a terminal degree or other professional experience which qualifies candidates for the rank of professor with tenure in one of the divisions of the college.

SALARY: Commensurate with experience and qualifications of individual se-

STARTING DATE: January 1, 1993 or earlier if possible.

APPLICATIONS & NOMINATIONS: Priority will be given to applications received by June 1, 1992. Applications will be accepted until the position is filed WVU is strongly committed to diversity and welcomes nominations and applications from women, minorities and disabled persons. Each applicant should submit a letter of application, current vita, and names, addresses, and telephone numbers of five references who may be contacted by the Search Committee. Applications and riominations should be directed to:

Rachel B. Tompkins, Chair Dean of Creative Arts Search Committee WVU Extension Service P. O. Box 6031 Morgantown, WV 26506-6031 PH: (304) 293-5691

West Virginia University is an equal opportunity, affirmative action employed

Registrar/natitutional Research. Registrar/
Director of institutional Research. Responsible for all functions related to student records; evaluates and conducts institutional trearch and planning. Candidate must be specifient communication and organizationsity discussions communication and organizationsity discussions and conducts community. Management experience in student records and relate well to campus community, the and relate well to campus community, the and relate well to campus community. As a communication of the community of

ing data. The University of Wisconsin-River Pells is committed to achieving diversity in its academic community. Women and minorities are accouraged to apply.

Registravinatibutional Research: Registrar/ Director of institutional Research: Responsible for all results for all results for all results are all conducts institutional research and planning. Candidate must be unstable, have a high sengry level, have a measurement of the properties of the processing of the processing

SACRED HEART UNIVERSITY

Established in 1963, Sacred Heart University is an independent Catholic comprehensive university in beautiful Fairfield, Connecticut, serving a student population of about 4,300 students. In the third year of implementing a comprehensive expansion plant, the University has experienced a surge in both applications and enrollment and is adding residential housing, an athletic/recreational complex and is enhancing its academic programs. The University currently has 2 open positions:

DEAN OF STUDENTS

Responsible for the leadership of and budget management for the offices of: Student Activities, Health Services, Career Planning, Counseling and the University's Residential Life program. The Dean administers the Student Judicial System, advises students, supervises the development of student policies as well as the publication of the annual Student Handbook. A Master's degree is required, as well as 5 + years of prior administrative experience in student affairs in the area of advising or counseling. Strong interpersonal and communication skills are also required. Salary range approximately \$38,000 to \$42,000.

DIRECTOR OF RESIDENTIAL LIFE

Reporting to the Dean of Students, the Director will be responsible for developing and administering a comprehensive housing program with appropriate policies for Sacred Heart's newly established residential environment. The Director will also work closely with Campus Security to establish a proactive crime prevention posture within the housing environment. This is a live-in position with leadership responsibilities for residence assistants which emphasizes the liaison role between the students and administration. The ideal candidate will have a Master's degree in counseling or related discipline, superior interpersonal skills and substantial student housing experience. Salary is highly competitive with a furnished apartment, full meat plan and benefits.

Qualified applicants should submit a letter of application, résumé und references by May 8, 1992 to:

Office of Human Resources Sacred Heart University 5151 Park Avenue airfield, Connecticut 06432-1000

Sacred Heart University is an Affirmative Action, Equal Opportunity Employer. Women and Minorities Encouraged to Apply.



RESEARCH SCIENTIST

DUTIES: Conduct independent and joint research in the Seismic Modeling and Inversion subproject of the Texas Geophysical Parallel Computation Project. Areas of activity include: selsmic simulation algorithms and their parallel implementation, the theory of the seismic inverse problem, related questions in the harmonic analysis of PDEs, design and implementation of algorithms for various versions of the seismic inverse problem, development of experimental technique in reflection seismology to maximize the information produced by inversion.

QUALIFICATIONS: Applicants should have demonstrated interest and expertise in at least two of the following: microlocal applysis of partial differential equations, numerical methods in wave propagation, parallel computation for solution of wave propagation problems, waves in disordered or anelastic materials, seismic inversion, experimental methods in shallow and/or exploration seismology including design and execution of field surveys.

TERM: One year commencing July 1, 1992 with possible renewal. SALARY: Competitive APPLICATION DEADLINE: May 7, 1992 SEND RÉSUMÉ TO: RICE UNIVERSITY, EMPLOYMENT OFFICE, P.O. BOX 2666, HOUSTON, TEXAS 77252.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



Coverage of breaking news that affects higher education—from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.

National-Louis University

National-Louis University invites applications for the Dean of National College of Education.

Qualifications

nege or equication.

National-Linuis University, founded in 1886, is a non-profit, private, independent coeffucational university specializing in teacher education, the aris and sciences, management and business, human services and related professional fields. The university occupies three campuses in the Chicago area and academic centers in the rither states and Germany. National-Louis University is an institution with a FY92 approved operating budget of \$59.9 million and a student enrollment of 16,500. National-Louis University has twenty-three throughout the world.

For over 100 years the National College of Education has had as its mission excellence in teaching, scholarship, service and professional development. The college recognizes the importance of life-long learning in a diverse, rapidly changing and global society. It is committed to developing and empowering learners, be they students, educators or faculty members

The dean provides lendership for 127 faculty as well as programs in the Baker Demonstration School, undergraduate and M.A.T. preservice teacher education programs and twelve programs of the Foster G. McGraw Graduate School of Education. Programs are offered through the doctoral level. The dean reports to the Senior Vice President for Academic Alfalis of the

Quantications:
 An earned dexitorate in a relevant discipline.
 Exemplary teaching performance and a record of significant scholarship and service in higher education.
 Commitment to ron-traditional educational programs.
 Successful administrative experience in program development, budgeting

Successul administrative experience in program to and academic planning.
 Demonstrated academic learlership in higher education.
 Evidence of ability to attract external funding.
 Demonstrated commitment to the needs of faculty and a multicultural

Demonstrated commitment to the needs of faculty and a multicultural student body.
 A commitment to the renewal of public schools and leacher education.
 Meet institutional requirements for the rank of full professor.

Application review begins: March 25, 1992. Anticipated slarting date: July 1, 1992.

Nominations or applications (including curriculum vitae, references and other supporting materials) should be forwarded to the fullowing address: Mr. Phillip F. Kapela Faculty Services Coordinator National-Louis University 2840 Sheridan Road

Salary is competitive. All candidacies will be kept contidential.

National-Louis University is an Affirmative Action, Equal Opportunity Employer and invites and encourages applications from women and minorities.

Assistant University Librarian for Reference and Information Services

AUBURN UNIVERSITY LIBRARIES Responsible for the administration, planning, coordination, and policy formulation of Reference and Information Services; oversees reference services, collection development and maintenance, bibliographic instruction, on-line searching, CD-ROM services, government documents, and archival, manuscript, and rare book collections; supports and encourages Reference and Information Services staff development; provides leadership in planning new programs and recruiting and evaluating personnel. The Assistant University Librarian for Reference and Information Services works closely with the University Librarian, the Assistant University Librarian for Circulation and Technical Services, and with eight Reference and Information Services department heads to formulate and carry out library and university objectives and goals.

library and university objectives and goars.

Qualifications: Required — ALA-accredited MLS; significant reference experience with increasing administrative responsibility in public services areas; demonstrated ability in personnel management; demonstrated strength in written and spoken communications skills; and an understanding of and interest in national library trends and issues. Desired — An additional advanced degree; a record of scholarly commitment and achievement; and professional activity at the national level.

Salary: \$47,500 or higher dependent upon qualifications and experience, with appointment as Librarian III (Associate Professor) or Librarian IV. Application review process begins May 22, 1992. Beginning date is Octo-

General Information: Tweive-month tenure track position. Benefits include 20 days' vacation; 12 days' sick leave; participation in state teachers' retirement (mandatory); TIAA or other additional voluntary retirement plans available; health, life, and disability insurance. Complete application must include résumé, undergraduate and graduate transcripts (all), and names and addresses of at loast five current references.

Apply to: Glenn Anderson, Chairperson, Assistant University Librarian for Reference and Information Services Search Committee, Ralph Brown Draughon Library, Auburn University, AL 36849-5606. AUBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.
WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

tions begins May 5, 1992. The candidate should be committed to the integration of Christian fash and scademic excellence both in the classroom and is schodarly write.

Biblical Studies. Commitment to underboth in the classroom and is scholarly writ-ins. As a manuber of the Christian College Contition, Slour, Falls College affirms the supremacy of Christ in all areas of life and expects its employees to model Christian values in their professional and non-profes-sional activities. Send application letter, vita, and three letters of references to Dr. Edgar Harvey, Clair, Humanites Area, Sioux Palls College, Stoux Palls, South Da-kota 57103-1699. AA/EOE.

Sidux Palis Couege, Sidux Palis, South Dakota 57105-1699. AA/COE.

Religion: Full-time, tenure track position in the Department of Bible, Religion, and Philosophy at Erikine College. Candkines should have an earned doctorate. Primary responsibility is the teaching of a variety of undergrachine coutses in the department. Preference will be given to a canddate with graduate work in philosophy or the Cerman language. Send letter of interest and crecedentials to: Dr. James W. Gettys, Vice-President and Dean of the College, P. O. Box 748, Dus West, South Carolina 29619. Erikine College is a small, four very church-related, tiberal arts college located in western South Carolina.

DEAN

School of Professional Studies

Prett institute seeks an experienced professional with entrepreneurial and managerial skills to serve as the Dean of the School of and managerial skills to serve as the Dean of the School of Professional Studies. The School, which serves approximately 5,000 Professional Studies. The School, which serves approximately 5,000 professional students yearly, offers a two-year associate's degree program in graphic design and illustration, certificate programs in computer graphics and and illustration, epocial programs for Prett and non-Prett students, including study-abroad programs, and hundreds of non-oradit dents, including study-abroad programs, and hundreds of non-oradit courses for professionals and others seeking actual and continuing education in the many fields represented by the Prett curriculum in art, design, architecture, and the liberal arts and sciences.

Leading candidates will possess the following qualifications:

At least five years of eignificant administrative experience in continuing education at the college level, including program development, marketing, implementation, budgeting, and evaluation. Experience in the administration of degree programs and cradit-bearing courses is desirable. Comparable administrative experiences will be considered.

Experience in developing new and innovative educational and professional programs with world-class practitioners.

Experience in developing direct mall and other promotional materials, including the creation of copy, worlding with designers, and knowledge of print production processes. Desktop publishing experience is desirable.

A Master's degree; a background in art, design, or architecture is desirable.

The position is presently available, and we are seeking a candidate prior to the Fall '92 semester. Compensation is competitive, including an excellent benefite package. Applicents should submit: (1) a letter that expresses their interest in the position and discusses their candidacy in relation to the above qualifications; (2) a copy of their curriculum vitas; and (3) a liet of three references (references will not be contacted without the candidate's permission). Applications should be sent by May 18, 1992 to:

Professor Ron Shiffman, Chairman,
Search Committee
Dean of School of Professional Studies
o/o HUMAN RESOURCES DEPARTMENT
200 Willoughby Avenue
Brooklyn, New York 11205

Prett inetitute educates nearly 3,500 undergraduate and graduate atu-dents from 47 states and 80 foreign countries in its Schools of Art and Design, Architecture, information and Library Science, and Liberal Arts and Sciences, in addition to those students served by Professional Studes. Founded in 1887, Prett is located on a 25-acre campus in the historic, landmark Cirrion Hill neighborhood of Brooklyn, New York.

Prett intribute is an equal opportunity/affirmative action employer.

pratt |

Assistant Dean of Students

for International Student Affairs/

Residence Director of **Babcock International House**

The College of Wooster, an independent, liberal arts institution, seeks Assistant Dean of Students for International Student Affairs/Residence Director of Babcock International House. Assistant Dean is member of Dean of Students' Staff and responsible for general welfare of sizeable international student population.

desponsibilities include developing/implementing orientation programs; ad-rising/counceling students; providing immigration information; advising in-emational Student Association; programming on cross-cultural issues; coor-binaing Host Family Program; maintaining record/statistics; residing/di-recting international program hall housing 100 U.S./international students. Replicements: M.A. underwanding of student services in liberal arts ser-

Requirements: M.A.; understanding of student services in liberal arts setting; experience in immigration, international student advising, student housing preferred.

Twelve-month; available August 1, 1992; competitive salary, apartment, meals, benefits. Letter of application, current resume and three letters of recommendation to: Sophie W. Penney, Associate Dean of Students, The College of Wooster, Wooster, Ohio 44091. AA/EOE.

THE COLLEGE OF

Leading candidates will possess the following qualifications:

e desirable.

• A commitment to the mission of Pratt Institute.

·STETSON:

DEAN OF THE SCHOOL OF BUSINESS ADMINISTRATION

Stetson University Invites monimations and applications for the posi-tion of Dean of its School of Business Administration to assume duties July 1, 1703 or us early as January 1, 1983, if possible. The School is home to the department of accounting, finance, management, market-ing, and information systems/quantitative methods.

*THE SCHOOL: The School offers Bachelor's degrees as well as Master's degrees in Business Administration and Accou enjoys several distinctive programs such as the Joseph C. Prince Program in Entrepressourship, the Roland and Sarah George Investment Institute, the Hollis Leadership Program, and the M. E. Rinker Institute of Tay and Accumulancy. The School is newly housed in the Lymbour Business Center, a modern four-story facility of over 50,000 square foot

feet
THE UNIVERSITY: Stetson University is a small comprehensive university located in Delland, Florida. The Delland compus consists of the School of Business Administration, the College of Arts and Sciences, and the School of Music, Stetson's College of Law is located in St. Petersburg, Stetson is Florida's oldest private institution of higher leanating and has been consistently recognized for its quality. The Delland campus has approximately 2,000 students, of whom 800 are business majors. Stetson also enjoys a high quality faculty with 90% holding doctoral or comparable degrees and a 13:1 student/faculty ratio.

THE COMMUNITY: Deland is a residential community of 35,000 housed 20 railes west of Daytona Brach and 35 miles northeast of Orlando. The area offers extensive cultural and recreational activities. THE DESIRED CANDIDATE: The successful candidate will:

- have demonstrated experience and a commitment to represent the School of Bushness and Stetson University to the corporate/busi-
- ness community;

 be the leader of the School of Business faculty and he a collegial team worker within the School of Business and the University;

 have a successful, balanced track record in teaching, scholarship, and administration. and administration.

 • An earned deviorate in a business-related field, and experience with AACSB accreditation will be considered an advantage.
- with AACSB accredibation will be considered an advantage.

 APPLICATIONS: Applicants should submit a detailed current vita and supply names, addresses and phone numbers of three references. All information should be sent to Professor William L. Ferram, Dean Soutch Committee Chair, Provost's Office, Stetson University, DeLand, Florida 32720. All correspondence will be in strict confidence. The Search Committee will start reviewing applications on July 1, 1902 and will continue until the position is filled.

Stetson University is an Equal Opportunity Employer.

Clark Atlanta University

Dean School of Arts and Sciences

Clark Atlanta University is a comprehensive residential institution with approximately 4,000 students pursuing degrees from the baccalaureate level through the doctorate. The University, formed by the consolidation of Clark College and Atlanta University, has a 128-year history of providing educational apportunities to students of diverse backgrounds.

The Dean will report to the ProvostVice President for Academic Affairs and he will be the chief academic, administrative, budget and operations officer of the School. The Responsibilities of the Dean include the evaluations of academic and administrative staff, the allocation of current resources and the short- and long-range planning of resources to achieve excellence in the academic and research programs of the achool.

Successful applicants are required to possess an earned doctorate degree in an appropriate academic discipline, to have held positions of leadership and demonstrated high standards of performance, to have faculty leaching experience at the University level, to possess a record of publications and scholarship, and to have demonstrated strong and imaginative leadership supporting effective faculty and administrative staff interactions.

Letters of application and nominations, complete with the names of three references and a curriculum vites, should be sent to: Dr. Meivin R. Webb, Chair, Arte and Sciences Search Committee

Clark Atlante University 208 Clement Hall 223 James P. Brawley Drive at Fair Street, SW Atlanta, GA 30314-4391

Salary and benefits are competitive. Search with remain open until position is filled.

Clark Atlania University is an Alfirmative Action, Equal Opportunity Employer.

Research / Atmospheric Sciences Research Associate—Atmospheric Sciences.
The Department of Astrophysical, Planetary, and Atmospheric Sciences. Universal and Atmospheric Sciences. Universal and Atmospheric Sciences. Universal and Atmospheric Sciences. tary, and Atmospheric Sciences, University of Colorado, Boulder, has an openina for a Research Associate for work in atmospheric boundary layer studies and cold front dynamics, Salary 329,000/year, Minimutu qualifications foctate Ph.D in Atmospheric Science and I year of post-doctoral experience in the enalysis of aircraft and tower measured atmospheric turbulence data using spectral, conditional ampling and wavelet transform techniques. Familiarity with UNIX, UNICOS Cray programming in FORTRAN and C, and field experience with meteorological research aircraft is desimble. Applicants should send resund and three professional references to Dr. R. L. Grossman (Attention: Ref.), University of Colorado, Campiss Box 191, Boulder, Colorado 80399-0391. The University of Colorado is an Equal Opportunity, Affirmative Action Employer, Women and minorities are encouraged to apoly.

Research / Biological Chemistry: Research / Technologist II, 37.3 hours/week, 8:00 a.m. 11, 37.3 hours/week, 8:00 a.m. 11, 33.3 hours Research relating to the role of opioid portides in the chysiology of posterior pituliary i metion. Duties include: microsurgery or rottents including intravas-

tion into the brain; resparation of brain silces for histologic examination and nutoradiournphy; maiologic examination and nutoradiournphy; maiologic manuscassy development; extendiournphy; maiologic manuscassy development; extendiournphy; maiologic manuscas of planna and tistue; chemical analysis of planna and tistue; carriers of Science in Biology as well as six mosthy experience as a Research Technologic if or Research Assistant—Blochomistry required. Poreign modifical degree is acceptable in lieu of M.S. in Biology. Previous experience must include microsuppery and arrestics. One published microsuppery and arrestics. One published paper in a scientific or professional journal on maiologicummonsacy development and onloid neptides. Must have proof of least authority to work permanently in the U.S. Send two copies of your resums to: Illinois Department of Employment Security. 601 South State Street—3 South, Chicago, Illinois 6005. Attention: J. Aschenbrenner, Reference #V-II_SiBSA. No calls. An employer paid advertisement.

Research / Biological Sciences: Research Associate, 40 pours/week, 9:00 a.m. to 5:00 p.m., \$24,000 pours/week, 9:00 a.m. to 5:00 p.m., \$24,000 pours/week, 9:00 a.m. to 5:00 ments to examine mechanisms by which mejabolism or aracthidanic acid in regulated in silveolar macrophages and other lines

CHAPMAN UNIVERSITY DEAN OF STUDENTS

Chapman University invites nominations and applications for the position of Dean of Students.

The Dean of Students reports directly to the Vice President for Eurollment and Student Life and provides leadership and management for all activities in the Student Life Division. The Dean has supervisory responsibility for Academic Support Services, Campus Activities and organizations. Chapus Ministry, Career and Life Planning Center, Child Study Center, Counseling Center, Food Service, Health Center, and Residence Life. The Dean also has overall responsibility for divisional budget development and in collaboration with other campus constituencies. In Justice acadelies. in collaboration with other campus constituencies, has lead responsibility over student development and conduct.

Candidates must have an advanced degree, preferably a doctorate in stu-dent personnel administration/education, at least five years of demonstrat-ed success in the administration of student services in higher education, strong leadership and interpersonal skills, and a commitment to student involvement in a multicultural environment. The University seeks an artic-ulate and energetic individual who can work creatively with students, feculty, and administrative staff to create an atmosphere that factors are Reculty, and administrative staff to create an atmosphere that fosters posi-tive growth and development of the campus community.

Chapman University is a comprehensive institution with about 8,000 students pursuing degrees at the baccalaureate or muster's level at its Orange campus and 40 Academic Centers. The University was founded by and as still sustained by the Christian Church, Disciples of Christ. Chapman has a 131-year history of providing educational opportunities to students of diverse backgrounds. Its City of Orange residential campus is 35 miles southeast of Los Angeles and serves as the academic setting for about 2,300 students. The Student Life Division serves primarily this Orange student nonlation.

Review of applications and nominations will begin on April 24, 1992, and will continue until a successful candidate is identified. Applicants must provide a letter of application, current résumé, and five references and/or etters of recommendation. These materials should be sent to Cindy Doughetty, Vice President for Enrollment and Student Life, Chapman University, 333 N. Glassell Street, Orange, CA 92666.

Chapman University is an Afternative Action Employer and welcomes applications from members of traditionally under-represented groups.

DEAN OF THE GRADUATE SCHOOL

The Union institute invites applications for the position of Dean of the

The Graduate School offers a comprehensive program of study leading to the degree of Doctor of Philosophy (Ph.D.). It serves over 1,000 self-directed adult learners (average age is 44 years) located throughout the World. Faculty members (approximately 80) are located in diverse geographical areas. The individual sought for this position will be the usatemic and administrative leader of the Graduate School and will be expected to fulfill a variety of functions unique to the operation of this unusual program.

program.

The institution seeks a creative administrator whose experience attests to a personal interest in high quality, individualized education without preconceived notions about higher education delivery systems. Prior administrative experience in the more innovative sectors of higher education will be given preference. The Graduate Dean must be as easoned administrator qualified in academic personnel management, budgeling, and curricular design, os well as in recruitment and public relations. A record of scholarship and an emphasis on interest and commitment to cultural diversity and international and interest and commitment to cultural diversity and international and intercultural programming. The institution seeks an individual with the ability to work well with others so as to continue an emphasis on building and maintaining a cohesive cadre of highly qualified faculty. A Ph.D. in the Liberal Arts or the Natural Sciences is required. Nominations and applications should be directed to the Chair, Oraduate Science Search Caracter of Sear

A rn. D. in the Liberal Aris or the Natural Sciences is required.

Nominations and applications should be directed to the Chair, Graduate School Dean Search Committee, Office of the President. The Union Institute, 440 E. McMillan Street. Cincinnall, Ohio 45206, no later than May 15, 1992 (extended deadline). Applications should include a current résumé and a list of five individuals from whom we may soilcit commentary. The position is open and it is our intention to name the dean in July, 1992. The new dean will assume office as soon inereafter as possible. The Central Office is located in Cincinnati, Ohio and the successful applicant will be expected to reside in the immediate area. A good deal of travel is a part of this challenging position.

The Union institute is unusually serious about being an Affirmative Action, Equal Opportunity Employer.



THE EQUIPMENT you're no longer using on your camfaculty members at other institutions are looking for. Let then know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 colleges, universities, and other organizations.

They're sure to see your listing. A recent survey found that almost 9 out of 10 of our subscribers look at the Bulletin Board regularly. And our "For Sale" section will always start on the first Bulletin Board page.

The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

MU Marquette University

DEAN OF UNDERGRADUATE ADMISSIONS

Marquette University, an independent Catholic, Jesuit, urbaname, of 11,400 students located in Milwankee, Wisconsin, invites applicate and nominations for the position of Dean of Undergraduate Admissing The University, founded in 1881, is located near the business and or al center of Milwankee, which has a metropolitan-area population cess of one million. The City's many cultural and accal opportunities easily accessible to Manquette students, faculty, and staff.

casily accessible to Manquette students, faculty, and staff.

The Dean will report to the Vice President for Academic Affairship, a the Associate Vice President to Academic Affairs and Emolinen la agament. The Olike of Admissions employs a staff of interea poleso al and eleven support persons. We are seeking a creative person who serve effectively as a leader in undergraduate admissions, as a copposition of the University Offices or activities under the emolinent magnetic underthe modified made admissions, financial aid irrational student recruiting and services, educational opportunity popular institutional research, and advanteed-standing outreach. The social candidate most have talent and significant experience in several as meluding; motivating, training, and supervising admissions professed long-range planning, and program implementation; working effection with faculty, alumin, and students; fiscal planning and management doping and testing effective publications; and working conformity at modern management information systems.

At least five years of appropriate experience in higher educations

At least five years of appropriate experience in higher education essential, as is understanding of critical factors in the college shear process, and knowledge and approximation of the role of marketing ubig education. An advanced degree is required, and demonstrated ships work closely with faculty and alumni in a coordinated ourreach program.

The deadline for applications and nominations is June 15, 1992 Age cants should be available to assume responsibilities by September 1,1992 Candidates who emerge from initial screening will be contacted for deences. Please respond with a letter of interest and a resume to Dr. David R. Buckholdt

Associate Vice President for Academic Affairs and Envollment Management Marquette University 615 N. 11th Street Milwankee, WI 53233

Marquette University is an Athemative Action, Figual Opportunity Employer, Women and immorities are encouraged to apply.

ACADEMIC DEAN

Dakota Wesleyan University

Effective Date: August 1, 1992 Applications and nonmations are morted for the position of Academic Dear The Academic Ocas reports directly to the Executive Vice President and serves as a member of the Administrative Coonsel.

Qualifications: An exam of the finate from a recognized university poss-experience and success as an educational leader, record of broad insignts at administration on Inding backgroung and plaining; contaitment to lake Christian values and the mission and purposes of a co-educational colleg-alificated with the United Stephnolist Church; alulity to establish and matrix a positive working relationship with the various college consistencie; at ly and willingness to effectively him from as a member of an administra-team; commitment to cooperation between an ademic and student fa-activities and programs, ability to serve as an agent for charge in the pro-cession of the programs. attivenes and programs, army or services commitment to program deco-ation of a ademic programs and services; commitment to program deco-ment through educational partnership, alliances and other cooperatives tures; and ability to serve a diverse student population of radional adom traditional students as well as committing and residential students

Responsibilities: Providing headership and directing the planning deelo-ment, evaluation, and administration of academic programs, supersingly areas of advisorment, extended learning, to ords and regulation, addition services; pathropation or comprehensive institutional planning foscol-prices of consultation and the issum making which reflects a collegial op-proach to procure at a comprehensive constitution of the consultation and the issum making which reflects a collegial op-proach to procure at a consultation and the issum making which reflects a collegial opproach to governance

Institutional Setting: Dakota Wesleyan University provides a general library arts edite atton and prepares pressors for occupational careers. Currentering the ment is approximately 720. Mitchell is a community of 14,000, locately south central South Dakrda, and near a metropolitan area of 100,000. Application: Submit a letter of application, resume/vita, and at least thresh letters of recommendation. The application, resume/vita, and at least thresh letters of recommendation. The applicant must also submit an original pottern properties of the continuous and education philosophy address the qualifications required for the position. This information will be accepted until May 15, 1992. Nominations and application should be submitted to Dr. Neal Eddy, Executive Vice President, Out, Academic Dean Search Committee United to Moderan University, 120 W.

Alformative Action, Equal Opportunity Employer.

cells. Principle viectiniques, isolatinic culline of microphages from rats, rediolabelling of cells: T1.C; 1PJ.C; cazyrus imminoassay; electrophoresis of proteins and
RNA: Water and containing the containing of the containing assay: electrophoresis of proteins and RNA; Western and Nisthern blot analysis; surgery on lab animals. Master of Science in Biology as well as one year's experience as a Research Associate or Researcher required. Foreign medical degree is acceptable in heu of M.S. in biology. Previous experience must include: rispue culture, radiologicalisma; protein analysis. RNA extraction/fractionation; blotting and hybridization techniques; JiNA estimation/analymishonation, ELISA. Must have proof of legal authority to work permanently in the U.S. Send two cupies of your resume to Hinnois Department of Rapilayment Security. 401 south State Street—3 Booth. Chicago, Illinois 60603. Attention: 1. Aschenbrennet. Raferance 8V-II-5305-A. No Calis An amployer paid advertisement.

Research/Biology: Research Technologis. To conduct research and experiments related to molecular studes of heredstary akin and eye diseases. Estruct DNA from cell lines and blood, perform standard and pulsed field sel electro-boresis, perform Southern blotting. Establish and graintain hymphobiastoid, fibroblast, hybrid, relinal pigament epithelial and orclamacyte cell lines in lissue culture, identify and map new DNA sequences residue to geach other and to the ocular ablotting and ichthyonis series. Requirements: B.S. or equivalent in Biolo-

Bank, 444 North Third Street, 30 Philadelphia, Poorsylvania 1912. der #4431729.

Prisiadelphia. Pennyi ream
der #4411729.

Research/Biomedical: Scalar Reservir
institution of academic medicip for lo
institution of medicip for loans of
basic block-termical problems is dishered
related dressars. Utilize molecular sentology to startly, and characteria ordamusicates flound only in panalis systistudy the functions of the landin repeat
avaluate the block-mixed reacts in more
cur in cells after insulin blade in sentor; techniquies used at P.P. Lid delet.
lation, CDNA preparation, DiA delet.
lation, CDNA preparation, DiA delet.
lation, CDNA preparation, P.R. Lid delet.
lation, CDNA preparation, and P.P. Lid delet.
lation, CDNA preparation, DiA delet.
lation, CDNA preparation, Di Research/Chemistry: Full-time Research
Associate needed to conduct laboratory research on the mechanisms of new ligand
rearrangement of operanormanistics metal
n-skylidene and n-vihylidene unifactornerman sufficantes. Duties involve prepapation and study of a series of jactopicallyair, and unababled, thermally unstable,
air, and mosture-sonative organoramition netal skylidenes and vinylidenes and
their carrangement products. Applicant
mass to familiar with the organometallic

Research/Chemical Physics: Research Associate, 40 hours/week, 9:00 a.m. to 5:00 p.m., \$25,302/year. Development and applications of an eiternality classical unimotecular reaction rate theory. Conduct research no pland control theory applied to chemical reaction selectivity. Optimization of external fields necessary to control the synthesis, purification and instance of external fields necessary to control the synthesis. This is a full-time stocking of a bounded/unbounded gurantees. or external fields necessary to control the trobution of a bounded/upbounded quantum system. Ph.D. in Chemical Physics as well as two years' experience as a Research Associate or Research Assistant required. Previous experience must include: theoretical approaches to accurate 3-dimensional quantum mechanical reaction dynamics calculation. Must have two published papers in professional lournals on the above to other professional lournals on the above to other present of the previous of the present vacuum-line techniques. It is in a schedule position requiring a flexible time schedule dictated by the availability of the nuclear magnetic resonance spectrometer. A Ph. D. degree in organovactalike chemistry is required. Annual salary \$23,750. Send resumes to Ms. Lisa Hill, job Service, P. O. Box 567. Columbia, South Carolina 29202. Job Order SC0993694. An EO/AA employ-

Research/Environmental Microbiology: Research Associate, Design experiments studying the growth and survival of Legion-clip pneumophila and other Logionells bacteria is amoches usins a model plumbins system. Grow, identify and congresse Lesionella, other bacteria, and fea-living amoches. Use techniques of tissue culture, quantifative microbiology, microscopy: phase contrast, electron, and immunofitoriesence); flow ovionetry, and microbiological preparation. Superyias library scarches, as cord data for multiple lab projects and analyze it using a computer. Write lab procedures sections of papers. Attend group metrings, monitor expenses, minimum in superpise attends workers. Daniel supplies techniques to students, BARBS in Bavironmental Microbiology or related actomitic field and 3-5 years.

Dean

School of Graduate Studies

Nominations and/or applications are requested for the position of Dean. School of Graduate Studies, Meharry Medical College. A historically black institution, Meharry was founded in 1870. The School of Graduate Studies was established in 1972 and now offers the Ph.D. In blochemistry, microbiology, pharmacology, physiology and blomedical sciences, as well as the M.D.Ph.D. degree. The Mester of Science degree in Public Health is offered with major emphasis in occupational medicine, preventive medicine, bealth services administration, public health administration, and public health nutrition. The potential exists for expanding the Ph.D. program to other press of interest.

The Doan of the School of Graduate Studies has the overall responsibility to provide leadership for all graduate programs in the College and to manage restricted and unrestricted budgets of the Graduate School. The Graduate Dean is the chief scademic and administrative officer of the Graduate School and works closely with other Deans, Vice Presidents and the President. The Dean reports directly to the Vice President for Academ

IC Atlates should hold the terminal degree in a biomedical science discipline and be oligible for a tonured appointment to the greduate faculty. A strong background in research, a distinguished record of accomplishments as an administrator and experience in procurement of extramutal futuiling are essential. Candidates should have excellent communication whills and be able to work effectively in a university environment, as well as with extramutal agencies. The recruited individual is expected to enhance the growth of research programs, sustain excellence in graduate programs, encourage the development of new graduate programs commensurate with Meharry's resources and attimulate interaction between basic actionics and clinical investigators.

Nominations and/or applications will be accepted until the position is filled. Applicants should submit a lotter of interest addressing special qualifications, detailed résumé and a list of five references to:

jumes G. Townsel, Ph.D. Chairperson, Soarch Committee c/o Department of Physiology Moharry Medical College 1005 D. B. Todd Blvd. Nashville, TN 37208

Meharry Medical College is an equal opportunity. affirmative action employer. Minority and women candidates are encouraged to apply.

ASSOCIATE DEAN **OF ADMISSIONS**

A senior management position available in the Undergraduate Admissions Office of the University of Pennsylvania. The Associate Dean of Admissions/Director of Planning is responsible for the development of national and international recruitment plan for 13 admissions officers. This person also coordinates and develops printed and video recruitment maternals, is responsible for the office's direct mail program, shares the chairing of selection committee, helps plan and review the recruitment budget, and will have normal regional admissions officer responsibilities including mavel, application evaluation, and regional management.

Candidates should have a minimum of five to seven years' progressively.

tion evaluation, and regional management.

Candidates should have a minimum of five to seven years' progressively responsible admissions experience, with working knowledge of market research and analysis. We are seeking proven organizational, quantitative, written and oral communication skills; computer experience necessary. The ability to work well with a wide range of personalities is essential as well as familiarity with the selective college admissions process. Bachelor's degree required, Master's degree preferred.

Salem will be communicate with experience. Please send porninations or a

Salary will be commensurate with experience. Please send nominations or a resume with a cover letter and names of references by May 15 to Willis J. Stenson, Jr., Dean of Admissions, University of Pennsylvania, 1 College Hall, Philadelphia, PA 19104-6376.



An Equal Opportunity, Affirmative Action Employer

research experience in environmental ad-crobiology. 35 boars/week. \$24,000/year. Submit resumé or curriculum vine to The Philadelphia 1ob Bank. 44 North 3rd Street—3rd Fixor. Philadelphia. Pennsyl-vania 19123. Job order \$4431702.

Research/Materials Engineering: Research Associate: Will conduct research in various aspects of high temperature superconductors and metal oxide thin time synthesized by organogneialic chemical vapor deposition (MOCVD) techniques. Will design and construct chemical vapor deposition system by using uitra-fish various deposition processes, thin film growth mechanical Engineering, with 1-17 Ph.D. in Mechanical Engineering, with 1-17 Ph.D. in Mechanical Engineering, with 1-17 Ph.D. in Mechanical Engineering, with 1-17 year's experience, work 40 hours perfected journals. The salary will be formally and the structure and composition, characteristics of the structure and composition, characteristics of the structure and composition of structure and composition of structure and composition. mechanisms articule and composition, charform film structure and composition, charscierization of grown films and interfaces
by XRD, SEM, EDX, TEM, XPS, AES,
sod RBS, Requires Ph.D. degree in Materisite Engineering. Education to Include completion of Ph.D. thesis in decomposition totelics of organometallic precursors and
thin film growth mechanisms of thin film
using organometallic benedical vapor deposition and ultra-high vacuum terhniques by
XRD, SBM, EDX, TEM, XPS, AES, and
XRD, SBM, EDX, TEM, XPS, AES, and
xRD, 40 hours per week at \$24,000 per year
salary. This is a university position, Must
have proof of legal authority to work permanently in the SP, Peegre and réaunix
to: filinois Department of Employment Spcurity, 401 South State Street-3 South,

Research/Mechanical Engineering: Applica-tions are being accepted for a Research As-sociate to pactorm modeling of metal and carante tribological systems with emphasis on conformed conacts of bydrodynamic systems, including effects of lubricants and oxidation films. The applicant must be able to use advanced computing techniquess and to use advanced computing techniquess and Sites of the period of the applicant must also have proof of legal authority to work permanently in the off of the state of the off of the off

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars —

every week in The Chronicle.

DEAN **COLLEGE OF EDUCATION** MICHIGAN STATE UNIVERSITY

Michigan State University invites applications and nominations for the position of Dean, College of Education. A distinguished candidate is sought who will:

advance the field of education in state, national, and international

advance the field of education in state, national, and international forums;
 provide teadership within the University's land-grant/AAU mission for planning, coordination, and integration of the College's research, teaching, service, and international programs;
 meintain a strong program of liscal planning and management, review program effectiveness, and evaluate administrators', faculty, and staff performance;
 provide leadership to the College's and University's commitment to equal employment opportunity, affirmative action, and diversity and plurality among students, faculty, administration, and staff;
 advance understanding of the mission, programs, and accomplishments of the College by communicating with University, administrators, faculty, staff, students, and alumnivae; and
 maintain relationships with tederal, state, and local governments, clientels groups, and the general public.

clientels groups, and the general public. The Dean is the chief executive officer of the College and is responsible to the Provost for general administration of the College.

bie to the Provost for general administration of the Gollege.

Michigan State University, founded in 1855, is the pioneer land-grant institution in the United States and is a member of the Association of American Universities. The College of Education, one of the University's fourteen colleges, is organized into four departments. Educational Administration; Counseling, Educational Psychology and Spocial Education; Physical Education and Exercise Science; and Feacher Education. Nine research, service, and policy institutes and conters extend the college's national and international reputation. The College has 150 full-time faculty and 1,100 graduate and 1,400 undergraduate students.

uate students.

The successful candidate must possess personal and professional qualities of leadership and vision; be an effective manager; have a proven record of success in responsible leadership positions in education; and demonstrate evidence of significant scholarship in research, teaching, and service commensurate with an appointment as a full professor.

Review of applications will begin June 1, and will continue until the position is filled. The appointment may begin as early as January 1993. Letters of application, including résumé and references, should be

Dr. Philip Cusick
Chair, Search and Rating Committee
for the Dean of the College of Education
c/o Office of the Provost
434 Administration Building
Michigan State University
East Lansing, Mi 48824

MSU is an Affirmative Action, Equal Opportunity institution

Assistant Bean for Development & Alumni Affairs

The University of Tennessee College of Pharmacy

Responsibilities: Direct the operation of the College of Pharmacy's development and alumni affairs program; secure major gifts, including corporate/foundation gifts, deferred gifts, individual and corporate matching contributions; coordinate the College's capital campaign activities; manage annual fund/class agent solicitations; identify and research prospective donors; develop cultivation/solicitation plans; schedule solicitation calls and accompany the Dean and/or appropriate faculty/administrators on such visits; recruit and manage alumni volunteers and alumni board activities in cooperation and coordination with the campus office of Alumni Affairs.

ordination with the campus office of Alumni Affeirs.

Qualifications: Bachelor's degree required; advanced degree helpful;
Must have excellent written and verbal communication skills; a proven
track record in devetopment, marketing, public relations and/or higher education administration; and outstanding organizational skills.

Must be willing/able to travel and to work some evenings and weekends. The successful candidate will have an understanding of, and
demonstrated commitment to, equal employment opportunity and eflirmative action.

Compensation: Salary competitive. Attractive benefits and package. To Apply: Send a letter of application, résumé, and the names/addresses of three references to Mr. Scott Fountain, Vice Chancellor for, Development and Alumni Affairs, The University of Tennesses, Memphis, 62 S. Duniap Street, Room 500, Memphis, TN 38163. Review of applications will begin May 15, 1992 and continue until position is

The University of Tennessee is an AA/EEO, Title IX, Section 504, ADA Employer.

entiation and fine research techniques to straduate students, Fellows in Hemanology and technologists. An M.D. degree or forcing equivalent is required and four years of Remandology research experience preferred. Salary 31, 200. Submit carriculum ferred. Salary 31, 200. Submit carriculum ferred ferred

Research/Microbiology: Research Associate. Ph. D. in Microbiology and demociate. Ph. D. in Microbiology and demociate. Ph. D. in Microbiology and demociate debility to conduct research involving molecular aspects of sone regulation in Gram positive bacteria and protein structure. Expertise with the following techniques is required; bacterial assays, PCR, DNA sequencing, southern and western blots, use of scientific computer programs. \$22,078 mansally. Those interested and qualified should send resume, or poply in person to Georgia Department of Labor, 1275 Carcadon Avenue, Avoachie Estates, Georgia 3002, or to the nearest Georgia Job Service Center. Job order \$533368.

Research/Ophthalmology: Research Asso-ciate: Newark; for research on glaucoms and artificial lenses. Analyze therapeutic effects of laser treatment of glaucoms cases, perform research on relationating be-tween retinal and change of dark adeptation and shucoms and changes in visual field. Mauter's degree in Ophthalmology and ope year experience required. Position requires a demonstrated record of independent re-



DEAN OF ADMISSIONS AND ENROLLMENT MANAGEMENT

CORNELL COLLEGE Mount Vernon, Iowa

Cornell College invites applications and nominations for the position of Dean of Admissions and Enrollment

The Position

The Dean of Admissions and Enrollment Management is a cabinet level position with faculty status reporting directly to the President. The Dean is responsible for admissions, recruiting, marketing, financial aid, and retention. The college offers a competitive salary and benefit package.

Preferred Qualifications

Cornell seeks candidates who have skills in marketing and communications, research and data analysis, planning and organizing, budget management, and a working knowledge of student financial aid policies and procedures. Several years of experience, preferably in private college admissions work at an institution that has an orientation to the comprehensive enrollment management approach, are required. Strong interpersonal skills and the ability to operate within a team-oriented environment are essential.

The College

Cornell College is a private, residential liberal arts college with 1100 students. The college is affiliated with the United Methodist Church and is a member of the Associated Colleges of the Midwest (ACM). Cornell is located in Mount Vernon (population 3600), 15 miles east of Cedar Rapids and 20 miles north of Iowa City. The campus includes 37 buildings on 110 wooded acres and is listed on the National Register of Historic Places Cornell is known for its innovative "Once-Course-At-A-Timo" calendar and enjoys an excellent academic reputation regionally and nationally. The diverse student body comes from over 40 states and about 15 foreign countries with approximately one-fourth from

Application Procedure

A letter of application, resume, and names of three references should be sent to: Dean of Admissions and Enrollment Management Search Committee, c'o Ms. Ann Opatz, Cornell College, 600 First Street West, Mount Vernon, Iowa 52314-1098. Consideration of applications will begin on May 4, 1992. The position will be available August 1, 1992.

Cornell College

Cornell College is an Equal Opportunity/Affirmative Action employer and encourages applications from women and minority candidates.

Research/Pharmacology: Research Associate needed to perform the following: small animal surgery, including implantation of affectal and venous cashelers, multiple blood and tissue sumpling, brain speconacte rechniques, preparation of brain tissue for histological analysis, extraction of blood and urinary samples to measure homomones by high-performance liquid chromatography with electrochemical detection, determination of brain pertides by radioling and presentation of completed research findings. A Ph.D. degree in pharmacology of a related discipline, or a Master's degree in pharmacology or a related discipline, or a Master's degree in pharmacology, medical science, or a robated discipline, or a Master's degree in pharmacology, medical science or a robated discipline, or a Master's degree in pharmacology or a related discipline, or a Master's degree in pharmacology or a related discipline, or a Master's degree in pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a Master's degree of pharmacology or a related discipline, or a mark of the pharmacology or a related discipline or a pha

rdoyer, M/F/H/V.

Research/Physics: Research Associate, 40 hours/week, 9 s.m. to 5 p.m., 522,000/year.

Conduct research on high temperature superconducting and mustilloyer S-1-S or S-N-S his films processing by organo-metalise chemical vapor deposition (OMCVD). Chemical vapor deposition (OMCVD). Chemical vapor deposition (OMCVD). Chemical vapor deposition for physical properties, interface structure and microscopy structures in these films using techniques of high resolution electron microscopy, geanplus electron microscopy, and others. Ph. D. in Physics as well as two years' experience as a Research Associate or Positional Research Associate required.

Previous experience must include high Te superconducting that film processing and characterization. Must have two published papers in professional or actentific journals using high resolution electron microscopy.

degree in pharmacology, medical science, or a rebated discribing and two years of related experience is required. Salary: \$22,568 per year. Consect the Missiaspin State Employment Service, P. O. Ho. 124(D. 539) 1-35 North Frontage Road, Lackson, Missiaspin 19236-2416, Job order member 26039 9. Equal Opportunity Rendown, MF9HIV.

Research/Physics: Research Associate, 40 hours/week, 9 s.ni. to 5 p.m., 528,000/year.

Conduct research on high temperature sample reconducting and multiloyer S-I-S or S-N-S thin films processing by organo-metalisc chemical vapor deposition (OMCVD). Characterization of superconducting and multiloyer S-I-S or S-N-S thin films processing by organo-metalisc chemical vapor deposition (OMCVD). Characterization of superconducting and for experience and electron microscopy, scanding electron microscopy, 3-my difficulties, interface arrowers and electron microscopy, 5-my difficulties, interface arrowers and electron microscopy, 3-my difficulties, interface and electron microscopy, 3-my difficulties, interface and electron microscopy. 3-my difficulties and electron microscopy. 3-my difficulties and electron microscopy. 3-my difficulties and electron microscopy and charactorization. Must have two published papers in professional or acleanific journals using high resolution electron microscopy.

Counts, Reference #V-IL 5344-C. No cairs. An employer paid ad.

Research/Physics/Engineering: Serior Research/Physics/Engineering: Serior Research/Physics/Engineering: Serior Research Engineer. The Coordinated Science Laboratory at the University of Illinois at Urbana-Champaign has an opening for a full time sealor research engineer. The position will conduct research engineer. The position will conduct research in this dim physica and engineering on photovoltuse full physica and engineering on photovoltuse research (1992. USU is an AA/EO Employer. Research/Physica/Ingineering: Senior Research Engineer. The Coordinated Science Laboratory at the University of Illinois at Urbans-Champaign has an opening for a full time sealor research engineer. The position will conduct research in this film physica and engineering on photovoltaic naierrals; develop and implement in-situ and real-time notical spectroscopies for

on and additional information, contact:

Explained interpretation and properties a second section of the second s

OF SOUTH CAROLINA

THE UNIVERSITY

Development Director/

Foundation Executive

The University of South Carolina Invites applications from senior development

officers for the position of Executive Secretary of the USC Educational Foundation and Director of Development/Capital Campaigns.

Foundation and Director of Development/Lapinal Campaigns.

The University of South Carolina is the major comprehensive state institution with over 40,000 students on nine campuses. The original campus is at Columbia, with extensive undergraduate and graduate programs along with law and medical schools. In addition, there are three tour-year campuses and five two-year campuses throughout South Carolina. Private support in 1990-91 totalled \$22.7 million. The USC Educational Foundation is the primary private gift receiving foundation for the University. It has assets of \$ 10 million which benefit the entire USC System by providing scholarships, professorships, and academic program enhancement funds.

As Executive Secretary, the successful applicant will report to the Vice President for Advancement/Executive Director of the Educational Foundation and the Board of the Foundation. He or she will be responsible for the clay-to-day management of Foundation affairs, including signatory authority, financial and legal documentation and reporting, and staffing, as directed by the Executive Director and in accordance with policies established by the Foundation based on the Poundation Poun

As Director of Development/Capital Campaigns the successful applicant will direct all fund-raising programs of the development office including the planning and implementation of capital campaigns. He or she will report to the Vice President for Advancement/Executive Director of the Educational

Candidates must possess a variety of financial, management and fund-raising skills. Professional background should include increasingly responsible major fund-raising experience as well as a demonstrated record of success working with senior administration, board members and major volunteers. Successful prior campaign management experience is essential.

Salary and benefits are competitive. The Director of Development/Capital Campalgns position is a non-classified state position and the Foundation pays a pro-rata portion of the salary from non-governmental funds for the Executive Secretary duties.

Applications will be accepted until the position is filled. Candidates should send a letter of interest, resume and names, addresses and phone numbers of three professional references to Dr. James H. Rex, Vice President for University Advancement/Executive Director of the USC Educational Foundation, University of South Carolina, Osborne Administration Building, Columbia, 5t 29208.

CAL POLY POMONA

Associate Dean - Environmental Design

Cal Poly Pomona invites applications and nominations for Associate Deans, College of Environmental Design, which includes Departments of Architecture, Art, Landia ape Architecture, Urban and Regional Planning, and Environmental Studies. Architecture, I tandia ape Architecture and Urban and Regional Planning have fully according to the time of the regional Planning have fully according to the program is under the relocation of the Institutes of Institute of the Vision Research, Environmental Design/Education and Internalistical Studies. The Unitege has a diverse faculty and staff of 50 tenured and tenure-track faculty, 30 tectures, and 18 staff the Associato Dean is A forestar, and administration.

the Associate Dean is a teacher and administrator. Teaminal degree and certain atom registration in rolated discipline required. Some leaching required. Must be eligible for faculty appointment within the College of ENV.

Available September 1, 1992. Salary is competitive. Review of applications with Legen May 15, 1992 and continue until the position is filled. The University particularly entering ages applications from women and individuals who will enhance multicultural and ethnic diversity of the College. AVEEO.

Son and auditional information, Contact:

Search Committee, College of Environmental Design
Dean's Office 7-229

California State Polytechnic University, Pomona,
3801 West Temple Avenue, Pomona, California 91768-4048

USC is an equal opportunity/affirmative action institution

Parameter and the property of the control of the co

maiersus; dovelop and implement in-afria
and real-ime optical spectroscopies for
characterization of thin film growth, surfaces, and interfaces; utilized imoovalive
magnetron apattering deposition; study
atomic structure and electronic states of Si.
SiC. and SiGe; and understand and improva pin and multi-function solar cell pacdies. The candidate should have a Ph.D.
degree in physics, materials science, or
electrical engineering; demonstrated excelleace in original research involving thin
in-shu spectroscopic ellipsometry (SiS) and
reflection absorption infrared spectroscopy
RAIRS), and characterization of atomic
structure, electronic states, and disorder in
somiconductor; experience in computer
samiyeses, computer-instrument interface,
inpe-area solar cell materials and electronic states, and disorder in
somiconductor; experiences in computer
samiyeses, computer-instrument interface,
inpe-area solar cell materials and constitutions and implementation of developmental and recreational prostructure, electronic states, and disorder in
somiconductor; experiences in computer
samiyeses, source in states, and disorder in
somiconductor; experiences in computer
samiyeses assir cell materials and constitutions.

The structure consistence is set in Avgilble july i, 1992. Requirements:
in. Avgilble july i, 1992. Requirements:
inea. Avg

structure, electronic states, and disorder in semiconductor; experience in computer naturement interface, appeares solar celi materials and devices. Salary: Midmium 30,000/year pine Employee Benefit Fian. The proposed start date is May 21, 1922. In order to ensure full consideration amplication must be received by May 15, 1992. Send résuntes with the names and addresses of three references to Laboratory. University of Illinois at Urbana, Illinois 61801; 2(17) 333.

2015. The University of Illinois at Urbana, Champalan, 110! West Springfield Avenue, Urbana, Illinois 61801; 2(17) 333.

215. The University of Illinois it an Affirmative Action/Hquai Opportunity Employee.

Residence Lifer Resident Director. Pullitime professional position for ali-mate ball housing approximately 375 residents. Responsibilities: Supervise staff of seven residents assistants and several deak receptions and brodes; assistant and several deak receptions and brodes; parameter of the control of the state of the control of the con

Webster SAINT TOUIS, MISSOURI

GFNEVA • I FIDEN • LONDON • VIENNA DEAN

SCHOOL OF BUSINESS AND MANAGEMENT

Webster University invites applications and nominations for the per of Dean of the School of Husiness and Management. The University to the approximately 2, 200 students in business and management programs at its home campus in St. I other. Missouri. The University do d. business and management programs at its four European campus else other extended campus locations. The newly created School of Rev. and Management delivers a variety of undergraduate and graduety grams, including a doctoral program in management. The Dean alto the opportunity to make a substantial impact on the development definess School and on the University.

INSTITUTION: Webster University, founded in 1915, is an indepart comprehensive, international, multicampus institution offering unlegs trate and graduate programs in the liberal arts, fine arts, education and as business and management. Webster is committed to exclient teaching, to joining theory and practice as closely as possible, to foreign and to being international in scope. The Union, enrolls approximately \$,900 FTF students.

POSITION: As the School's chief academic officer, the Dean report the Academic Dean of the University and is responsible for the sneed academic personnel and fixed aspects of the School. The Dean made leadership to the faculty in the development, evaluation and admission of strong academic programs which stress excellence in task; conficulting, schools ship, and advising. The Dean maintains collabored and consultance relationship with other academic administrator of the stress of the University, and helps promote strong business community apports School. The Dean retains faculty rank and teaches one courses that

QUALIFICATIONS: The successful candidate will possess an employed to rate in a relevant field of the School, have demonstrated excelence classificant feachers, and have a successful record of administrative kild. slup in bigher education.

APPLICATIONS: The review of applications will begin May 15, 1902d continue until the position is filled. The starting date of this new position or or after July 1, 1992, but not later than September 1, 1992. Cashira should submit a letter of application with a resume to: Academic Dad the University. Business and Management Search Committee, Web University, 470 Fast I ockwood Ave., St. 1 ouls, MO 63119; Fax 3169 7471.

Equal Opportunity, Affirmative Action Employer

DEAN OF ADMISSION



I letideliberg College, a thirtoing liberal arts institution situated in Northeater Ohio, seeks an experienceri admission leader. The College has a high campus of 1 10 acres located in the attractive city of Tiffin, Ohio. The College noted for its strong international links to both Europe and Asia, and bosts strong faculty and student-focus.

The Dean of Admission should have at least five years of admission appearer. The Dean will report to the President, and will be a valued member discablinet. The current admission staff consists of five professional and the chartest professional and the

Numinations and resumes should be sent to. Jeannine Curts, Wee Predict for Administration, Heldelborg College, Tiffin, Ohio 44883.

Heldelberg Cullege is an equal apportunity, affirmative action employe

transactions, data base systems, Summer Conference Program, assistance in developing departmental budget, occupancy management strategies, supervision of administrative assistant Salary competitive, tuilion benefits, benthalfe massuance, dental plan. Esteral University is an Equal Opportunity educator and employer and specifically encourages applications from qualified minorities, women, and individuals with handicaps, Applications must be positionaried applications including names, addresses, and telephone numbers of 3 former supervisions.

and telephone numbers of 3 former aupervisuals to Dianna C. Disé: Liracion, Residential Living; 101 North 34th Street; Philadel phia, Penny) Ivania 19104.

Residence ide: The University of Wounding is seeking applications for the Residence Ideal Director position. Baschelor's degree in dealing additional microdist; many indicated microdist; many financial microdist. Two years as residence hall student microdist. Two years as residence hall student microdist. Two years as residence hall student on College committed in the formal minimum salary is 519,212, plus apartinent and benefits. Cover letter, resume, and UW application must be received by May 6, 1992 at the UW Personnel Services. Wyo Hail, Latamie, Wyomma Microdist, many financial microdist, microdist of the microdist of the

Residence Life: Resident Director one, ten-month, full-time, live-in position. The Pro-gram for the Exceptionally Gifted at Mary Baldwin College is a testdential, excellerat-ed seademic program for sifted adolescent siris, Responsibilities include: half-time traditional student personnel work with Dean of Students office and half-time du-ties for P.E.G. (supervision of students, ac-ademic and personal advision, program-lers, and community development). Mas-ler's degree required, experience in resi-dential life desired interest in sifted

Oldis. (Porision open management of the EOE.

Residence Life: Area Coordinate of the Island of the Island College implies which is the Island College implies which is the Island College implies the Island Colle

htudents and desire to work a samely ber for an innoventée and dervising gram. Competitive salary, samuel si benefits. Send letter and résult hi 11, 1992 to: Marcell M. (Clies, Santa Virginia 2401. Minorities are comet to apply. AA/EOE.

Residence Life: Residence Livetor re-tions. (Anticipated I opening, Appa 1992: May 21, 1993. Administer surfa-velopment program in residence by Areas select. Irain, supervise staff-deat areas select. Irain, supervise staff-deat

EXECUTIVE DIRECTOR STUDENT SUCCESS CENTER

With over a century of excellence in education, research and service to our communities, the Georgia Institute of Technology is evolving to meet society's changing needs. We have created the Student Success Center to attract, retain, and inspire the success of Georgia Tech students.

We are seeking a dynamic and creative leader with the ability to explore direct innovative ways of melding human and technological resources to provide vital services to prospective, current, and former students of Georgia Tech. The Executive Director, who will serve as the primary sales and marketing person for the University's prospective and current student clients, will report to the Vice President for External Affairs, who student clients, will report to the Vice President Sucress Center Adulance. wil also act as the chairman of the Student Success Center Advisory

Pretarence will be given to candidates who have translated ideas into Pretarance will be given to carbuigh the application of advanced com-action to gain market share through the application of advanced com-munication technologies and to those who have accomplished such tests by employing and empowering a diverse work force. Must have proven and progressive management experience with strong marketing

axilis.

The Center, an \$18 million facility, will house key university functions including admissions, financial aid, and placement and be a major force in attracting promising high school students, transforming prospective students into students capable of negotiating the institute's rigorous curriculum, and making the most of its social, cultural, and athletic opportunities. The Center will be a showcase to the international community as part of the Olympic Village for the 1998 Centennial Summer Olympic Center.

Georgia Tech offers competitive salaries along with an outstanding ben-efits package that includes an excellent vacation and holiday plan. Also, several attractive group insurance and tax deferred annuities are

Please send your resume along with any supporting material to:

James M. Langley Vice President for External Affairs Code CHE-78 Georgia Institute of Tech Atlanta, GA 30332-0180

AN EQUAL EDUCATION/EMPLOYMENT OPPORTUNITY INSTITUTION

Georgia Tech

DEAN OF ADMISSION

St. Norbert is a comprehensive Catholic college of arts and sciences of more than 1800 students situated in the Green Bay/Door County region of Wisconsin. The College offers 37 majors, a new international center, a nationally recognized leadorship program, a noted cares services and living-learning program. For the past four years, St. Norbort has been ranked by U.S. News & World Report as one of the top five colleges in the Midwest.

The Dean of Admission is responsible for the development and implementation of a comprehensive enrolment management plan and is directly responsible for the recruitment and admission of undergraduates. Significant knowledge of marketing and successful recruitment strate-lieutestate.

Significant knowledge of marketing and successful recruitment atrateges in undergraduate admissions is required.

The Dean of Admission reports to the Vice President for Advancement. He or she will work closely with faculty, and chair the College's Admission Committee. The successful candidate must demenstrate strong leadership qualities in all parts of the admission process, have a strong commitment to programs which increase student diversity and altrect international students. The successful candidate will be conversant with computerized systems, be an energetic manager familiar with "Prospect Management" and comfortable with an institutional commitment to supporting student recruitment. Minimum requirement is a beccalcurate degree with five years of senior level experience. Reporting arrangements and salary negotiable.

Position is available on or effections. 1, 1982, Submit letter of application

osition is available on or after June 1, 1992. Submit letter of application

Residence Life: Assistant Director of Residence Life: Assistant Director of Residential Life. Wheaton College invites applications for the position of Assistant Director of Residential Life. A distinguished liberal uts institution. When Assistant Director of Residential Life. A distinguished liberal uts institution. When the series of the Residential Life, as and the successful candidate will assist in the overall leadership and management of a residential life program housing 1,300 attacasts in 14 residence housing 1,300 attacasts in 14 residence and assistances. Live-in past salving program, counsel students with contact of the community apparential living program, counsel students with moning concerns, oversee Special Interest Housing for 10 thems houses, coordinate summer student housing and damage billing. B.A. required. Master deld preferred. Midurum two years full-time residential the experience required. Strong interpersonal, organizational, and programming state, and considerational states and organizational, and programming states. Asserted and dates about submit a terter of application and regume to: Barbara ton College, Notion, Massachusetts 02766.

Onto 44691. AA/EOE.

Residence tife: College Misericordie. A four-year coeducational Catholic college located in Dallas, Pennsylvania, invites applications for the position of Director of Residence. This is an administrative position with responsibility for directing the operations of \$500+ bed residence operation with planned expansion to \$60+ bed residence and promoting cocurricular education and leadership development through residence infe experience. Preferred quantifications include a Master's degree in Sindent Development/Student Personnel or related field. The successful candidate will have a bachelor's degree with full-time residence life/housing experience. In addition, we would expect strong masagorial, interpersonal and administrative skills. For prompt consideration, please send your resume with salary history/requirements on or before May 8, 1992 to Pannels Paranik. Human Resources Coordinator. College Misericordia, Lake Street, Dallas, Pennsylvania 18912. DOB.

Residence Life/Student Life: Resident Di-

vania 18612.EOE.

Residence Life/Student Life: Resident Di-rector/Coordinator of Special Programs, Responsible for coordination a variety of

UNIVERSITY ©FHARTFORD

Vice President for Development

The University of Hartford seeks candidates for the position of Vico President for Development. The Vice President is the chief administrator and advisor to the President for fund raising, and constituent relations, and serves as a member of the President's senior staff. Located in West Hartford, Connecticut, the University is an independent, comprehensive institution which enrolls approximately 8,000 full-and part-time students in its 100 undergraduate and 60 master's and doctoral programs. The faculty offers instruction in nine schools and colleges: Arts & Sciences; Besic Studies; Business; Engineering; Technology; Education, Nursing and Health Professions; the Hartf School of Music; the Hartford Art School; and the Hartford College for Women.

Primary duties include strategic planning, goal analysis and setting, and the design and implementation of a much expanded advancement program which serves to enhance atumni and public relations initiatives as well as current, capital, and endowment fund-raising

Qualified candidates will have a record of creative leadership, both Qualified candidates will have a record of creative teadership. Doth Internally with faculty and staff as well as externally with Regents, Trustees and alumni. Deep experience with the key aspects of institutional advancement with strong emphasis on major gifts and constituency relations is essential as is a commitment to privately sponsored higher education. Skills in written and oral communication, excellent managerial abilities, and a high level of energy and initiative are also expected in the candidate of choice. Marketing experience is helpful. Consideration will be given to individuals with corporate experience when there has been a significant exposure and involvement with the not-for-profit sector. A bachelor's degree is required; an advanced degree is desirable.

Review of nominations and applications will begin immediately and continue until the selection of the candidate of choice is made. Résumés, cover letters and/or nominations should be directed to:

Martha Z. Stachites Martna Z. Siechites
Senior Vice President, Executive Search
Barnes & Roche, Inc.
919 Conestoga Road
Building Three, Suite 110
Rosemont, PA 19010

The University is an Equal Opportunity, Affirmative Action Employer and specifically invites and encourages applications from women, minorities, and members of under-represented groups.

VICE CHANCELLOR **BUSINESS & ADMINISTRATIVE SERVICES**

University of California, Santa Cruz

Reporting directly to the Chancellor, the Vice Chancellor serves as the chief administrative services officer for the campus, and as a remoter of the Chancellor's Advisory Board. The incumbent will work closely with other Vice Chancellors, Deans and Directors to assure the effective implementation of administrative and business services in support of the campus academic mission. Requires: significant experience in and knowledge of university administration; proven leadership in the effective implementation of sound business practices and administrative service delivery; demonstrated managerial and supervisory experience, including skills to direct and oversee multi-unit activities. Contact (408) 459-2011 for copy of complete job description & requirements. Refer to Job #92-04-10. Salary commensurate with qualifications and experience. Excellent benefits package. Applications/résumés, salary history, and the names, addresses, and telephone numbers of three references must be received by 5/22/92 at the UCSC Personnel Office, 102 Communications Bidg., Santa Cruz, CA 95064. Position is subject to the Financial Disclosure Requirements of the CA Political Reform Act of 1974. AA/EEOE.

programs in student life and the live-in supervision of a female realdence hall of 177 students. Successful applicants will possible the post of the p

ester is an immentation to the control of the contr

develop med praems odicational programs, designed configurations of the company o

VICE PRESIDENT OF **EDUCATIONAL AFFAIRS**

Metropolitan Community College is a growing and vigorous multi-county, multi-campus continuity college serving more than one-third of the Nebraska population. Current enrollment exceeds 36,000 students annually in career, academic, continuing education, and business and industry programs. The three-campus College has grown on average 10,3% each of the last 18 quarters and continuing expansion is anticipated. The College and its president have been nationally recognized for innovative community college to devide the community college.

MAJOR RESPONSIBILITIES: The Vice President of Educational Af-fairs reports to the College President and is responsible for leadership and management of area-wide credit instructional programs and principal stu-dent services. Major area-wide responsibilities include.

- dent services. Major area-wide responsibilities include.

 Leadership and structure for open communications and a collegial decision-making environment resulting in a high level of faculty and staff morale and involvement.

 Overall management of credit programs, campus operations, and principal student services with supervision of Division Charpersons.

 Recruitment, employment, and evaluation of high quality instructional and student service personnel.

 Development and implementation of procedures and budget which assure normalized operations of high quality instruction

 Collaborative work with cabinet members as well as many persons inside and outside of the College.

 Provide for increased articulation with other educational institutions

 OUALIFICATIONS: The position requires a doctoral degree or equiva-

• Provide for increased articulation with other educational institutions

QUALIFICATIONS: The position requires a dictoral degree or equivalent plus four years' related experience. The position requires demonstrated
competence in management and leadership of position only instructional
programs. Also required is successful community college administration
experience or the equivalent with at least three years at the level of dean or
division chairperson. It is particularly important that the person filling the
position be an effective leader who possess excellent skills in working with
diverse groups of College staff and students and who understands and pracytices effective collaborative communication with other individuals and

SALARY SCHEDULE RANGE: \$47,550-\$73,873. PROPOSED STARTING DATE: July 1, 1992.

To apply, send letter of application, résumé and copy of official transcripts to the Office of Personnel and Employee Relations. Applicants are encouraged to submit materials by May 15, 1992, at which time the screening process will begin. A completed Coilege application form is also required to complete the formal application process, and the form will be forwarded to applicants upon receipt of above materials.

METROPOLITAN COMMUNITY COLLEGE

Genny Griggs, Director Personnel and Employee Relations P. O. Box 3777 Oniaha, NE 68103-0777 (402) 449-8420

Metropolitan Community College is proud of its extensive program of leadership diversity development. Persons of different cultural backgrounds are enthusiastically encouraged to apply.

Vice President for Development/ Campaign Manager

West Coast Health Care Organization

A high-profile, west coast not-for-profit health care organization with strong ties to entertainment industry leaders is curtently looking for an effective, hands-on, fund-raising manager to serve as Vice President for Development and to manage an opcoming 550 million capital campaign. Extensive and successful big gift campaign experience is preferred. Extensive major gift experience and successful management of a major fund raising program are musts. Excellent verbal, written, and interpersonal skills are also required.

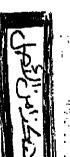
The institution will present an extraordinarily strong and unique campsign case. Institutional boards and other volunteers are strong and highly motivated. Outstanding compensation and a highly desirable locale.

Résumé and salary requirements to Box 33-100c, The Chronicle of High,

tion. Applicants should send a letter of application, vite, nances and addresses of three references, and official transcripts to: Soreraing Committee for Schools Education. School of Education, University of Missouri-Kanasa City, 5100 Rockhill Road, Kanasa City, Missouri 64 110-2499. Review of applications will begin May 1, 1992, and will continue will be position is filled. The University of Missouri-Kanasa City is an equal opportunity employer which eacourages applicational Media: The University of Missouri-Kanasa City is an equal opportunity employer which eacourages applicational Media: The University of Missouri-Kanasa City is an equal opportunity employer which calculation, secondary education, eacourages application, Australia, Faculty of Science Australia, Faculty of

Secondary Education: Assistant Professor, tenure-track position beginning August 16, 1992. Prinsary responsibilities are under-

education, Sono a ferior of application, our riculum vitas and letters of reference to Mary Harris, Dean, Conter for Tearthus and Learning, P.O. Box 8158, University of North Dakota, Grand Forks, North Dakota 58202-8158. Screening will begin May 20, 1992 and conjuncts until a sultable pool of applicants is identified. AA/EOII.



CHRISTOPHER NEWPORT

UNIVERSITY

Vice President for

Development

The Position: The Vice President for Development is one of bur vice presidents who, together with the President, form the senior management team of the Institution. The appointee will be responsible for the planning and execution of the overall advancement program of the University, including corporate and foundation relations, planned giving, major gifts, annual giving, alumnia and oundation relations, and grants development. The appointee will be responsible for directing a small staff and for charting its growth and evolution sponsible for directing a small staff and for charting its growth and evolution into a comprehensive, integrated, and effective development team. Salary is competitive. The institution offers an attractive package of fringe banefits, the total value of which approximates thirty percent of salary.

The University: Christopher Newport is an urban, state-supported college, located in the city of Newport News, Virginia. By action of the 1992 session of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers baccalaureate programs in 50 different majors and concentrations and master's programs in teacher education and applied physics. It enrolls more than 5,000 students, and in 1992-1993 will have a full-time faculty of 160 and a part-time and adjunct faculty of more than 100. The 1992-1993 annual operating budget exceeds \$20,000,000. Within the context of liberal learning, the institution is committed to meeting the needs of its constituencies through excellence in instruction and through research and public service.

The Location: Christopher Newport University is located on the Virginia.

ted to meeting the needs of its consumences through excellence in manufacturinal and through research and public service.

The Location: Christopher Newport University is located on the Virginia Pennsula, in the heart of Virginia's Tidewater (Hampton Roads) region. The greater Hampton Roads area has a population of nearly 1.5 million people, approximately 400,000 of whom reside on the Virginia Peninsula. The region's economic base lies in shipbutiding, high-tech manufacturing, transportation, international trade and linence, tourism, scientific research, and a significant military presence. The University campus is located within minutes of Colonial Williamsburg, the Chesapeake Bay, Virginia Beach, the NASA-Langley Research Center, and the Continuous Electron Beam Accelerator Facility. Requirements: The successful candidate should have sentor-level development management experience, as well as experience in organizing and successfully executing fund-raising compalgns, gift solicitation, and major capital campaigns—preferably in an academic setting. The appointee must possess the leadership and planning skills necessary for the conduct of such activities. Excellent written, oral, and public speaking skills are essential, as is the ability to interact effectively with colleagues, faculty, university administrators, volunters, and staff. Most importantly, the successful candidate must have the vision, will, and entrepreneurial spirit necessary to build a development program at the nation's newest university.

To Apply: Interested parties should send a letter of application, current vita,

gam at the nation's newest university.

To Apply: Interested parties should send a letter of application, current vita, and the names, addresses, and telephone: numbers of three references to:

VPD Search Committee

c/o Office of the President

Chattanakar Neuronal Linkersity

Christopher Newport University Newport News, VA 23606-2998

An EEO/AA Employer

hittal screening of applications will begin on or about May 1, 1992, and will continue until the position is filled. The University desires to till the position no later than September 1, 1992.

University of Arkansas at Pine Bluff

Pine Bluff, Arkansas 71601 VICE CHANCELLOR FOR

The University of Arkansas at Pine Bluff invites applications for the position of Vice Chancellor for Finance and Administration. INSTITUTION

FINANCE AND ADMINISTRATION

The Vice Chancellor for Finance and Administration reports directly to the Chancellor and is responsible for interpreting fiscal policies and administrative affairs. The position has overall responsibility for the following functions: Accounting, Personnel, Business Services, Investments, Budgeting, Contracts and Grants, Construction and Renovations, Grants Accounting, Funancial Aid, Computer Center, Physical Plant, Planning and Management, and Purchasing.

Other specific duties and responsibilities are.

- Supervise and provide effective leadership to directors, managers and staff personnel working in the fiscal areas;
 Manage all aspects of the University's administrative and financial accounting system; • Coordinate all activities related to internal and external audits and assures
- Coordinate all activities related to internal and external audies and assures implementation of accepted audit recommendations;
 Conduct independent and original studies of budgetary units of the institution with regard to establishing unit cost, determining possible economies in existing fiscal and administrative programs and providing information required for state funding applications;
 Coordinate the annual operating budget and the legislative budget request planning process;
- Dordinate the animal operating adolption in planning process;
 Coordinate pre-award and post award sponsored research activities;
 Provide timely, current, and accurate reports to the Chancellor, cusuring that he is informed of the institution's financial status.
 Performs other duties as assigned.

QUALIFICATIONS

Minimum of a Master's Degree preferred; or equivalent certification, i.e. CPA is also preferred. At least five (5) years of experience in responsible financial management positions. SALARY

ation is competitive and commensurate with qualifications. NOMINATIONS AND APPLICATIONS

Only nominations and applications postmarked on or before May 15, 1992, will be considered. An application shall consist of a current résume, a letter of application, transcripts, and the names and addresses of three references whose evaluations will be based upon personal knowledge of the applicants professional performance. Address all correspondence to:

Mr. John Barner Post Office Box 4036 University of Arkansas at Pine Bluff Pine Bluff, Arkansas 71601

Screening of applicants will begin May 22, 1992 and will continue until a mitable applicant is found. The preferred starting date is July 1, 1992.

The University of Arkansas at Pine Bluff is an Affirmative Action, Equal Opportunity Employer and especially encourages applications from minorities and women.



VICE PRESIDENT, INSTRUCTION

With headquarters in Fountain Valley, Coastline is a fully accredited community college offering programs to 15,000 students each semester with classes held at four area sites and over 80 locations including community facilities, business diseased instantial.

business sites, and industrial centers.
Under direction of the college president, the vice president will be responsible for: supervision and evaluation of all instructional programs of the college; organization, interpretation, and revision of curriculum and instructional processes; overall improvement of existing instructional programs and initiation of new programs. Requirements include Master's Degree and 3 years of administrative experience at the division dean/chair level for equivalent education and experience, plus college-level classroom teaching experience. Compensation includes annual salary range of \$51,239-\$77,416, monthly mileage allowance, and excellent fringe benefits. An annual sipend of \$1,562 is provided for possession of an earned doctorate.

The required District application form must be submitted by the deadline ate of 05/29/92. To obtain a complete job description and application packet, call: (714) 832-5007. Résumés cannot be accepted in fleu of required forms.

Coast Community College District, Aftis: Personnel Services

Coast Community College District, Attn: Personnel Services 1370 Adams Avenue, Costa Mesa, CA 92626

An Equal Opportunity, Affirmative Action Employer. Women and Minorities are Encouraged to Apply.

Sexual Assault Support Services: The Student Affairs Division of Duke University has an opening for a Sexual Assault Support Services Coordinator beginning August 1, 1992, Dulies include: cristis intervention/counseling, quagoning needs assaustment, and provention programming design and implementation. Minimum required Price of the sign of the state of t

GEORGIA STATE UNIVERSITY

Vice President for Financial Affairs

Nominations and applications are invited for the position of Vice President for Financial Affairs. Georgia State University, located in downtown Atlanta, is a metropolitan, comprehensive teaching and research univer-sity composed of six colleges with 24,000 students and a total workforce

The Vice President for Financial Affairs serves in an advisory and policymaking role as part of the senior administration on all business and financial operations. As chief financial officer, with an annual operating budget of \$150 million, the vice president is responsible for the supervision of all financial and budgeting areas inside the university and is called upon to relate to the business community, alumni and other constituencies in the area of extramural support. The vice president's reponsibilities also include, among others, personnel services; physical plant; facilities operation, planning and acquisition; space utilization; auxiliary services; and logistical support services such as purchasing, telecommunication and postal services.

Qualifications

Desired qualifications include graduate preparation in a related disci-pline, as well as pertinent professional certifications (e.g., CPA, CMA, CIA). The successful candidate will have a demonstrated record of leadership, organizational effectiveness and a commitment to financial management in public higher education. As a minimum, the successful candidate will possess a master's degree and seven years of experience in fiscal management, planning and fund accounting; strong written and verbal communication skills; commitment to affirmative action; and experience relating to diverse academic and service units in a comprehen-

Appointment and Application Information
It is anticipated that the position will be filled as soon as possible but no later than January 1993. Salary is competitive and commensurate with qualifications and experience. Screening will begin on May 1, 1992, and will continue until the position is filled. Qualified candidates should forward a letter of intent, resume and the names, addresses and telephone numbers of at least three references to:

VPFA Search Committee, c/o Dr. Thomas J. La Belle, Provost and Vice President for Academic Affairs, Georgia State University, University Plaza, Atlanta, Georgia 30303-3083

Georgia State University, a unit of the University System of Georgia, is an equal opportunity educational institution and an equal opportunity/affirmative action employer. Women and minorities are especially encouraged to apply.

Georgia is an open-records state.



ASSOCIATE VICE PRESIDENT/ INTERNATIONAL DEVELOPMENT

The University of Georgia seeks applications for the position of Associate Vice President for Services and Director, International Development. The Associate Vice President/Director is responsible for University outreach and service activities of an international nature and is a member of the university-wide group which coordinates all international matters. Candidates should possess a terminal degree in a field directly related to international development and have extensive experience in international activities appropriate to the mission of a land-grant university. Candidates should also have a record of substantial achievement in securing external funds in support of international programs. Fluency in at least two languages in addition to English is desirable. Review of applications will begin May 22, 1992. Applications received by that date are assured of consideration. Applicants should send letter of application, curriculum vitae, and the names of three references to International Development Search Committee, Office of Vice President for Services, Room 300, Old College, University of Georgia, Athens, Georgia 30602. The University of Georgia is an Equal Opportunity Employer.

in social work practice, research, field edu-cation and in specializations focused on practice with children, families, sping and in health settings. As MSW, a doctorate and post-MSW practice are required. Per-son, with atrons research and teaching skills, as well as those with administrative experience are levited to somly. The onel-

Bredlent benefits package. Send cover legiter and risume with salary requirements by May 1, 1992 to New York University Metropolitan Studies Program, 259 Mercar population should have at least two years positions from women and members of minority groups.

Social Works Search Reopened. Tenurarity politics Program, 259 Mercar populations from women and members of minority groups.

Social Works Search Reopened. Tenurarity politics Program, 259 Mercar program at least work and an interest in casework to teach foundation and practice courses and to participate in Sealth, 250 Mercar political control of the Sachina, advising, and service, Onalifications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position in a full-time tenurarity invites applications for an Assistant Professor position for two positions (Assistant/Associate Professor) in the Bachelor of Social Work Professor in social work and an interest in casework to teach foundation and practice courses and to participate in a fundation and practice courses and to participate in a fundation and practice courses. Positions (Assistant/Associate Professor) in the Bachelor of Social Work Professor in social work and an interest in casework to teach foundation and practice courses. Positions (Assistant/Associate Professor in the Bachelor of Social Work Professor in the Bachelor of Social Work Professor in the Bachelor of Social Work and an interest in casework to teach foundation and practice courses and to participate in

experience are invited to apply. The position begins in September, 1992, subject to approval of the Board of Trustees and availability of State funding. Salary is associable within a allpulated range. Please forward a letter of application, a current vita and three references to the ferroconel Committee, Department of Social Work, School of Social Work and Human Services, Southern Connecticut State University, 93 Famham Avenue, New Havea, Connecticut Gaits to Branch, New Jersey 07764. Stiary is competitive based on experience. Position available for Fail 1992. Moamouth College, Social Work Program, Connecticut State University Southern Connecticut State University Southern Connecticut State University is an equal opportunity employer.

Social Works Reach Research of Trustees and with field placement students, Chalifford, Sall sport of Trustees and with field placement students, Chalifford, Sall sport of Sall work preferred. ABD considered, MSW required, must have two years' experience by Msy 1, 1992 to Program, MSW in Social Work practice. Submit letter of application, résumé, official transcriptic and three letters of reference by Msy 1, 1992 to Program, West Long Branch, New Jersey 07764. Stiary is competitive based on experience. Position available for Fail 1992. Moamouth College is an Equal Opportunity employer.

Social Works Research of Trustees and with field placement students, Chalifford, Sall sport in the description of the program of the prog

Social Works Coordinator of Field Education, School of Social Work. The School of
Social Work at the University of Southern
Mississippi is seeking a qualified candidate
for the position of coordinator of field education. Other duties and expectations toclude teaching in the social work program,
student advisament, and service on school,
college, and university committees. It is expected that the candidate will demonstrate
an interest in and ability to engage in appropriate scholarly activity, Prospective applicants must have an Affew and five years of
experiegoe. Applicants with DSW or Ph.D.
are preferred. The graduate program in Social Work is accredited by the Council on

Cabrillo College

Santa Cruz County, California

The Cabrillo Community College District Governing Board invites applications for the position of:

Vice President/ **Assistant Superintendent**

Commanding a sweeping view of Monterey Bay on the California Central Coast, Cabrillo College is a comprehensive two-year community college. The instructional program reflects co-equal priorities; academic preparation for transfer and career training in more than 20 technical disciplines. The college also offers continuing education, is a partner in local economic development, and serves as a cultural center for its community. Credit enrollment is about 14.500.

The Vice President/Assistant Superintendent provides administration and leadership for the instructional program. The successful candidate will demonstrate:

- Commitment to the mission of a comprehensive community college
- Competence in instructional and fadilities planning, fiscal and program management, contract administration, and other administrative
- Dedication to academic excellence, expertise in the teaching and learning process, and ability to promote instructional innovation
- Effectiveness as a leader and communicator

Application Deadline: 5 p.m., Tue., May 26, 1992 Forward inquiries and requests for materials which fully describe the position, qualifications, and process to:

Secretary to the Governing Board Cabrillo College 6500 Soquel Drive, Aptos, CA 95003 408-479-6302

An Equal Opportunity/Affirmative Action Employer

OUR LADY OF THE LAKE UNIVERSITY

Vice President and Dean of Student Life

The Vice President and Dean of Student Life is the third student affairs administrat, seports in the Executive Vice President, and severs on the President's Council to executive level administrator provides leadership and supervision to the beak of dean monister that the thirdship of student life; campus activities and the University Wellership and Activities Center, student of student leads student publications, sudent help of wellness services, campus ministry, residence life, recreational sports, Center for two on, career services, and counseling services.

on, career services, and counseling services

Desired qualifications are a Master's degree in student personnel, educational administration, counseling or related field required (doctorate preferred; minimum ethic resperience in progressively responsible positions in student affairs, preferably in a reducing Catholic institution; ability to anticulate, advocate and provide leadening in the development process; effective oral and written communication skills; remove to the needs and aspirations of a multi-cultural student population; and identifications the University's mission and phalosophy as a Catholic Institution of higher education.

Salary is compositive and comments under writing custing terms. The position is solid.

Salary is competitive and commensurate with qualifications. The position is asiater july 1, 1992.

Review of applications begins May 15, 1992, and continues until position is filled.

Dr. Sandra Musgrovo, Chair Search Committee for Vice Prosident and Dean of Student Life Our Lady of the Lake University 411 S.W. 24th Street San Antonio, TX 78207-4666

OLLU seeks employees who understand and are committed to the values of Catholic higher education

Sond a vita including references, letter of application, and a personal state of student development in a Carholic university in the 1990's to:

for Administrative Affairs **Moorhead State University**

Associate Vice President

The Associate Vice President has principal responsibility for functional oversight of design, construction, maintenance, and repair of 31 buildings on a campus of 115 acres and 8800 students. This pusition supervises 100 personnel and represents the university in dealing with city, county, state and federal matters related to building codes, construction, safety, and handl-caped access. This position has considerable responsibility in working with university faculty and administration on facilities issues. Minnesota state employees are represented by collective bargaining units.

Required qualifications includes a bar belocks during in a problement consideration.

Required qualifications include: a bachelor's degree in architecture, engineering, construction management or other appropriate field, experience in the management of people, fludgets, and uperations, experience in working with contractors, inspectors, and construction workers and a minimum of 5 years' experience in at least one of the principal areas of expertise involved in scillites operations. Desirable qualifications include advanced degree(s) in appropriate field and experience working in a university setting.

A letter of annication, with terroceitet fundamentalizate and quadrates their

A letter of application, vita, transcripts (undergraduate and graduate), University Standard Application, and names, addresses and telephone numbers of three references should be sent to: Les Bakke, Associate Vice President Search Committee, Moorhead State University, Moorhead, MN 56563 (218-236-2300). A review of applications will begin on May 25, 1992. Appointment date is July 1, 1992. 1992-93 salary range: \$44,064-73.440.

Moorhead State University is a consul apportunity, affirmative action em-

Moorhead State University is an equal opportunity, affirmative action em-ployer and educator and is in compliance with Title IX of the education amendment of 1972. Women and minority persons are encouraged to apply.

Postern which it windly occupied with research in compared to posterodate training and research has one or more posts available for in succeiving comparative and posts available for in succeiving comparative analysis, social control of the succeiving comparative analysis, social control of the succeiving comparative analysis, social control of the succeiving comparative analysis, social properties attack Postsocioral Fellow ASJ9, AdJ9, AdJ9

retary, Research School of Social Sciences (triephone (6) 6) 249 2257), or from Ap-pointments (40550), Association of Com-monwealth Universitie; 36 Octions Square, London WCHH 059, Closing after 29 May 1992, Reference SS 31.3.1. Salary; Poytdoctoral Fellow AS30,340-A537,648 per annum; Research Fellow AS39,463

The University of Nebraska Medical Center is actively

ASSISTANT VICE CHANCELLOR

FOR HUMAN RESOURCES

seeking candidates for the position of Assistant Vice Chancellor for Human Resources. This position is responsible for campus human resources functions which include employee relations, gender and minority equity, training and development activities, affirmative action/EEO, and day care administration. This position reports to the Vice Chancellor for Business and

The occupant of the position will be expected to work closely with and support the Director of University Hospital with regard to Human Resource processes. Requires a Bachelor's degree, Master's preferred, with emphasis on human resources, academic administration, social science or related fields. Must have a minimum of 10 years' full time experience in progressively responsible administrative positions. SPHR certification desirable. Prefer University/Health Science Center experience. Application deadline is May 22, 1992. If you are interested in the position, please forward your résumé to:

> Delmer D. Lee, Chairperson Search Committee UNIVERSITY OF NEBRASKA MEDICAL CENTER 600 S. 42nd Street Omaha, Nebraska 68198-5070

The University of Nebraska Medical Center is an equal

DIRECTOR, CORPORATE AND FOUNDATION RELATIONS

ASSOCIATE VICE PRESIDENT FOR RESEARCH & DEVELOPMENT UNIVERSITY OF VIRGINIA

The University of Virginia is seeking applications for the position of Director of Corporate and Foundation Relations and Associate Vice Provist for Research and Development. Under the direction of the Associate Vice President for University Development and the Vice President and Provost, this senior level position in the University Development Office will direct, promote, and develop corporate and private toundation support of the University of Virginia's academic priorities. The position's responsibilities will include actively developing formal cooperative university relationships between business, industry and government, acting as liaison with private foundations, and organizing volunteers in support of the University's corporate and foundation fund-raising strategies.

This administrative faculty position requires a master's degree or equiva-

of the University's corporate and foundation fund-raising strategies. This administrative faculty position requires a master's degree or equivalent experience and a minimum of three years' experience in corporate and foundation fund raising at an institution of higher education. Candidates should have experience in managing a stati of other professionals, as well as experience in or an aptitude for coordinating corporate and foundation fund-raising activities of development colleagues in a decentralized environment. This position will require frequent travel on behalf of the University. Salary will be commensurate with experience.

Applications would be appreciated by May 8, 1992 but will be accepted until the position is filled. A letter of application and resume should be



Charles B. Fitzgerald Associate Vice President for Development University Development Office Post Office Box 9013 Charlottesville, Virginia 22906-9013

The University of Yirginia is an Equal Opportunity, Affirmative Action Employer Women and minorities are encouraged to apply.

guages will be occupying new facilities in the Fall of 1992. Deadline for earliest consideration is May 6. Applications will be accepted until the position is filled. Sand letter of application, vila, at least three letters of reference, and documentation of teaching ability to: Mr. Richard A. Massa, Head, Department of Communications, Missouri Southern State College, Joplin, Missouri 64801-1935, Missouri Southern is an equal opportunity, affirmative action can be completed.

Sonnish: Assistant Professor, Russell Sage of College seeks an energetic collegans in the humanities, committed to undergraduate teaching in a small college aimosphero, to teach language and some literature courses. Knewledge of computer spullediums and immersion programs helpful. Send letter and dossier to: Dr. Sharon Robinson, Department of Modern Languages, Russell Sage College, Troy, New York 12180. Women and minorities encouraged to apply. AA/EOE.

Academic Dean, 6092 Jamestown College Jamestown, North Dakots 58401.

Jamestown, North Datoit, Professor Special Education. Tenuro-frack, Ph.D./Ed.D., toach uniforgraduate and graduate courses in special education. Tenuro-frack, Ph.D./Ed.D., toach uniforgraduate and graduate courses in special education with an emphasis in educational/psychological assessment. conduct research, develop grant proposals, supervise practicum students and student teachers, and service on doctoral committees. The faculty member will provide leadership in the preparation of educational diagnesticians. Send vita, letter of application, three letters of reference to Dr. Donas Tyans, Early Childhood and Special Educational Search Committee, P.O. Box 23029, Tens Woman's University, Denton, Tenss 76204-1029, Screening begins April 24. Texas Woman's University is an Equal Opportunity, Affirmative Ac-

VICE PRESIDENT FOR ENROLLMENT MANAGEMENT AND STUDENT AFFAIRS

North Central College seeks an energetic and experienced leader for its undergraduate student recruitment and reten-

Founded in 1861, North Central is a "comprehensive liberal arts college" serving 1300 traditional-age, full-time undergraduates (850 live on campus), as well as 1200 parttime evening and weekend students (including 400 graduate students). Located in a high-tech, high-growth suburb 30 miles west of Chicago's Loop, the College's fall 1991 freshman class was the largest in its history (344), with an average ACT of 25, and 13% minorities. Challenges for the new Vice President for Enrollment Management and Student Affairs will include: sustaining the admissions performance of recent years despite constraints on financial aid growth; improving retention; enhancing minority recrultment; and enriching the College's student development efforts.

Reporting to the President, the Vice President will serve on North Central's cabinet as a key member of the College's leadership team, and will be responsible for overseeing undergraduate admissions, financial aid, housing, counselling, student activities, and student development functions. The ideal candidate will be a person with: a thorough understanding of and commitment to the educational values of schools like North Central; substantial successful experience in a comparable or related management position, e.g., admissions director or dean of students at a residential liberal arts college: superior educational credentials, e.g., an advanced degree in counselling or educational management (or their equivalent in training and experience); and the ability to develop and execute a strategic marketing plan.

Salaries and benefits are competitive. Opportunities are unlimited. The search committee will begin screening applications May 11 with the expectation that the successful applicant will start by July 1, 1992. Send letter of application and

> Harold R. Wilde, President North Central College 30 North Brainard Street P.O. Box 3063 Naperville, IL 60566-7063

North Central Coilege is an equal opportunity employer.
Women and minorities are encouraged to apply.

EXECUTIVE VICE PRESIDENT SISTER CITIES INTERNATIONAL (SCI)

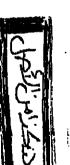
SCI is a non-profit association in Alexandria, VA that links U.S. and foreign cities, developed and developing, to promote educational, economic, cultural, and technical exchange. SCI seeks applicants for the position of EVP who serves as principal administrator and is responsible to board of directors. EVP responsible for attainment of SCI goals by working with volunteer network throughout U.S. and developing programs. SCI receives funding from both public and private sources. EVP expected to stimulate expanding SCI role and increase funding resources congruent with interests of cities. Leadership in prudent and effective utilization of resources with accountability and responsibility expected. Must deal effectively with public and private leaders nationally and internationally. Superior written and oral skills necessary. Second language desirable, as are ability to work effectively with staff and volunteers; interest/participation in international affairs; ability to contribute new thinking and new dimensions to public dislogue concerned with international relations of cities; excellent cognitive skills and ability to work effectively with people. EVP expected to travel extensively. EOE. Mali résumé with cover letter by May 30 to SCI/EVP Search, P. O. Box 39168, Washington, D.C. 20016.

vila to Susan Brody Hasari, Ed.D., De-puriment of Special Boncarion, 405A Wa-

special fiducation: University of South Carolina, Exceptional Children/Educational Psychology. Program for Exceptional Children/Educational Psychology. Program for Exceptional Children, Assistant Professor. Specialization in Dehavior Disorder end/Esposional Handicapped and a supporting area of special education. Major responsibilities include tenching grade lovel courses, scholarly research and publication deviates and uppervising grade lovel courses, scholarly research and publication education and audentica, including processure and sundent teaching; providing program, departmental, university and community services. Experties in applied behavior smitysis proferred. Position requires carned doctorale in the great of emphasis held at time of application; evidence of nationally recognized scholarship; excellence in teaching and community services, and a minimum of three years' teaching in behavior disorders in public schools. Tenure-track position.

notities are encouraged to apriy. AA/EOE.

Special Educations Tenure-track Assistema, Professor position, August, 1992, salary consecutive, Special Education-mild/moderately handlespeed position. Primary responsibilities include supervision of Student Teachers and early field experiences and teaching bachelor's level courses proparing students for F-12. Two years K-12 teaching experience required. Preferred candidate will have college teaching experiences, carned doctomie, and Educational/Counseling Psychotosy background. Send letter of application, current viae, transcripts, and (3) three entrem testers of references (with addresses and phote number) to President's Office, Peru State to the policing with begin May 8 and continue until positions are affed. EEO Employer.



PRESIDENT

The Board of Trustees invites nominations and applications for the position of president of Rockford College, Rockford, IL. The position will be open in August 1992.

Ruckford College is a private, independent coeducational college with a rich 145-year heritage of providing liberal education and career preparation supported by an honors program and a chapter of Phi Beta Kappa. Rockford College also offers graduate degree programs in education and business administration with opportunities to study abroad at both graduate and undergraduate levels. Fall 1991 eurollment was approximately 700 full-time students, with a full-time equivalency of 937

Rockford is the second-largest city in Illinois, with a metropolitan population of approximately 250,000, located about 70 miles northwest of Chicago's O'Hare Airport and 20 miles south of the Wisconsin border

Candidates will be expected to possess:

- Experience as a successful independent college president, with Ph.D. or equivalent.
- Thorough grounding in curricular, faculty and student-life
- Strategic planning experience and entrepreneurial perspec-
- High energy and goal orientation.
- Strong fund-raising skills and achievement. • Proven marketing and enrollment management experi-
- Strong ream-building and communications skills.
- A participative management style.

The deadline for nominations and applications is May 26, 1992. Brief letters of nomination or interest, and all other correspondence, should be addressed to:

> Lawrence E. Gloyd, Chairman Presidential Search Committee Rockford College 5050 East State Street Rockford, IL 61108-2393

Rockford College is an equal opportunity employer.

Vice President for **Administrative Affairs** St. Cloud State University

Responsibilities: As chief financial officer for a comprehensive institution with a budget exceeding \$90 million, the Vice President for Administrative Affairs is responsible for the supervision of all financial and budgeting areas as well as buildings and grounds, personnel, security and parking, printing services, computer services, and food services; promotes equal employment opportunity, affirmative action, and cultural diversity; works collaboratively in a collective bargaining environment.

Qualifications: Advanced degree in business, public, or educational administration or related field; pertinent professional certifications; and a minimum of five years' senior level experience in university administration and/or financial management preferred. Must have demonstrated competence in leadership, communications, planning, supervision, team-building, problem-solving, and constructive interaction with multiple constituencies of varied and diverse backgrounds; evidence of commitment to EEO/AA and cultural diversity; knowledge of and experience with collective bargaining and democratic decision making in higher education preferred.

Starting Dute: July 1, 1992, or as soon as possible thereafter. Applications: Completed application including a letter of application addressing the responsibilities and qualifications, résumé/vita, 3 letters of recommendation, and names and telephone numbers of 3 additional references, and transcripts should be postmarked no inter than May 23, 1992, To apply or for further details contact: Administrative Alfairs Search Committee, c/o President's Office, St. Cloud State University, 720 Pourth Avenue South, St. Cloud, MN 56301-4498.

SCSU encourages applications from women and members of minority groups.

Special Education: California State Polytechnic University, Pomona, California Applications that will exhange the diversity. technic University, Fornona, California 1768. Two statistat professor full-time temporary positions with major responsibilities in instruction and supervision of teacher trainces of students with mild to moderate disabilities, beginning Fall, 1992. Position One: Field Coordinator; two-year gravition on OSERS grant for special education, Fornition Two: Lecturer; one-year related graduate coursewock in special education, Position Two: Lecturer; one-year position teaching graduate coursewock; supervising interns and practice. Applicants for both resitions must have minimum of three years' public school or agency experience in supervising special education practice. Background working with linguistically diversa portulations preferred. Doctorate or ABD in special education or related field. File seview begins May 22, 1992. Cand continues until positions are filed. United application letter specifying position number of interest, curriculum vitae, three letters of reference, and unofficial transtripts to Special Education Search Com-

Speech Communication: Tenure-track Asgistant Professor to start August 15, 1992.
Teach besic speech and other undersradunte courses, such as interviewing, intercultural communication, political communication, and interorical studies. Buccessful
candidate will also advise undersraduate
majors, realistical active research program,
and provide professional service. Salary
compositive, Summer teaching optionsi.
Requires a Ph.D. Completed by August,
1992) in speech communication and expertion in relovant coatent areas. Send letter of
application, current vita, three letters of
reference and evidence of teaching effectiveness to: Oaut Ragadalo, Chafr: Speech
Communication Search Committee; Com-

Vice President for Student Affairs

Northern Kentucky University Invites nominations and applications for the position of Vice President for Student Affairs. The Vice President the position of Vice President for Student Affairs. The Vice President reports to the President and has general responsibility for all areas of student life and oversees the student support services and activities provided through the Dean of Students (African-American Affairs, Residential Life-Housing, Student Activities, and Campus Recreation), Assistant Vice President for Student Development (Health Services, Career Services, Counseling Center, Trio Grant Program, and Early Childhood Center), Intercollegiate Athletics, and Enrollment Management (Admissions, Financial Ald, and Registrar). The Vice President for Student Affairs facilitates communication between the student program and programment and program

President for Student Affairs facilitates communication between the student body and the University administration.

Minimum educational requirements include a master's degree in student personnel administration, higher education, or an area pertinent to the job responsibilities, doctorate preferred. Candidates should have a history of progressively responsible experience in student affairs administration and be committed to cultural diversity.

Candidates must have the demonstrated ability to work successfully with a variety of groups such as student organizations, residential populations, University and community leadership, and faculty, innovative and dynamic leadership are desired traits.

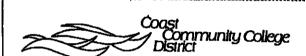
Northern Kentucky University is a progressive and comprehensive

and dynamic leadership are desired traits.

Northern Kentucky University is a progressive and comprehensive metropolitan university with the main campus located in Highland Heights, Kentucky, just seven miles south of Cincinnati, and with a branch campus located in Covington, More than 11,500 students are taught by approximately 466 FTE faculty. Residential life houses 1,000 students on campus with the remainder commuting from surrounding counties. Degree programs are offered in the Colleges of Arts and Sciences, Business, Professional Studies and the Chase College of Law. Salary will be commensurate with experience and qualifications. A letter of interest; resume with the names, addresses, and telephone numbers of three professional references; and a brief statement on the role of student affairs in a metropolitan, commuter, non-traditional student

Dennis L. Taulbee, Search Chair Vice President for Administration Northern Kentucky University 810 Administrative Center Highland Heights, KY 41099

Screening by the search committee will begin on May 15. Preference will be given to candidates meeting that deadline. Nearly actively seeks minority and women applicants and it an affir-mative action/equal opportunity employer.



PRESIDENT **GOLDEN WEST COLLEGE**

Located in Orange County on Southern California's beautiful coastal area between Los Angeles and San Diego. CCCD is a multi-college district currently seeking nominations and applications for the presidency of Golden West College, Huntington Beach. A fully accredited two-year community college since 1966, GWC currently offers 140 academic and vocational programs and prepares more than 14,000 students each semester to meet the global challenges of a multicultural society.

The successful candidate will have no less than a Master's degree, at least 3 years' scoior administrative experience at the collegiate level, college-level classroom teaching experience, and ability to work effectively within a shared governance environment. Compensation includes an annual salary of \$89,040, monthly mileage allowance, and excellent fringe bene-

To obtain an application packet, please call (714) 432-5007. Nominations or requests for additional information should be directed to:

Coast Community College District Office of Human Resources Attn: Dr. John Renley P. O. Box 1949 Costa Mesa, CA 92628

A District application form must be submitted no later than the deadline of 5/15/92.

Résumés will not be accepted in lieu of required forms. An Equal Opportunity, Affirmative Action Employer

Sport Sciences Ithaca College, School of Health Sciences and Human Performance. Department of Exercise and Sport Sciences necks candidates for a full-time, tenure ellishie position. Appointment effective August 15, 1992. Rank: Assistant Professor. Primary responsibilities involve goodinating the Source London. sor. Primary responsibilities involve coordnating the Sports Information and Communication undergraduate degree program, including the development and supervision of field work and internship experiences. Teaching responsibilities include: Sports information, Cender Issues in Sport, Social Aspects of Sport, History of Sport, with the opportunity for curriculum development, Advise sport science uniques and pinora. Doctorate with emphasis in sport iournalism, sports information, part administration, or related area preferred. ABD's also considered. Demonstrated toaching effectiveness required. Demonstrated toaching effectiveness required. Demonstrated to aching effectiveness required. Demonstrated interest and casability of developing fletiwork and interest pursualis underway with demonstrated prospects for continuation required. Salary is competitive. Send interest and casability of developing reduced on a scholarly pursualis underway with demonstrated prospects for continuation of scholarly pursualis underway with demonstrated prospects for continuation of scholarly pursualis underway with demonstrated prospects for continuation of scholarly pursualis underway with demonstrated prospects for continuation of scholarly numbers and scripts, and three litters of reference to Dr. Stephen Monder. Department of Exercise and Sport Sciences, tilli Center, Uhaca College, Ithuca, New York 14850, 667-274-1162. Preference will be given to applications received by April 30, 1992; however,

Statistics: Division of Physical Therapy, Department of Orthopsedics and Rehabilitation, University of Marzi School of Medicine. Facuity Positios—Sististics/Restearch Methods. Applicants for the Statistics/Research Methods position must have doctorate; experiences in teaching subjects and research methods and thesis advising. Salary, rank and tract commensurate with qualifications. Applicants must submit curriculum wine, tetter of application and niculina vitae, jetter of application and three latters of reference to Dr. Kaitleen Curils, Chalperson, Search Committee, Division of Physical Therapy, 3915 Ponce de Leon Boulsvard, 3lb Floor, Coral Ga-bles, Florida 33146. ROB/AA.

Student Activities: Associate Director of Student Activities, James Madigon University resks qualified applicants for the position of Associate Director in the Office of Student Activities. Jill, located in Harrisburs, Virginia, is a state supported institution with an eurolingent of 1,000 undergraduate atudents. The Associate Director is responsible for the coordination of grants and special projects, major thempe programs, departmental research and assessment, training and staff development risk management, and the development of new programs and facilities. Qualifications for this full-time administrative faculty position include a master's degree in Student Davelopment, Student Perspinel, or related fields, and significant full-time experience in student activities, union, recre-

Application Process: Letters of application, personal vita, and contact lifet mation for three references may be submitted to Mr. Fred Clayton, Director Personnel, Arkansas Tach University, Russellville, AR 72801-2222, through May 29, 1992, or until filled. AA/EOE/M-F

<u>~</u>

يج

PRESIDENT

North Country

The Board of Trustees of North Country Community College invites normalizers, applications, and letters of inquiry for the position of President is expected the selected candidate will be available for the Fall, 1992 senes.

Expected in Spected caracteristic will be available for the fall, 1992 sensor Founded in 1917. North Country Community College, located a se Adirondack Olympic Region of northern New York, is sponsored by fault and Essex countles, its services are provided at three campus sile—Sara Lake, Malone and Ticonderoga. The College provides an extensive lang Higher Erlic atton Program and is the home of the National Wildems to callon Association. This comprehensive college enrolls approximately 1.69 students in degree programs for a total of 1,000 FTE's.

The following qualifications are considered essential or highly deshale.

Demonstrated commitment to the mission of a comprehensive committy college in a rural environment.

Earned doctorate from an accredited institution.

Higher education teaching experience particularly at community college.

Demonstrated ability in strategic and long-range planning.
 Demonstrated experience in or knowledge of the collective bargaing.

High level experience in community college administration including budget development, financial management, and resource development.

Demonstrated commitment to student concerns.
 Demonstrated experience in working with community groups on behalt.

Salary range: low to mid \$70's—plus a comprehensive fringe benefit pick

Candidate should forward letter, resume and names, addresses and let

Catherine At. Young Chair of Presidential Search Committee North Country Community College P. O. Box 89, 20 Winona Avenue Saranac Lake, New York 12983-0089

Screening begins May 8, 1992 - applications accepted until position is filled

ADMINISTRATION & FINANCE

Arkansas Tech University

Arkansas Tech University is a state-supported institution located between for Smith and Little Rock in Western Arkansas, with approximately 4,200 for

VICE PRESIDENT FOR ADMINISTRATION

Reports directly to President, supervises financial planning, preparation of financial reports, budget development and control, computer services, parchasing and inventory control, maintenance and operation of building and grounds, development and administration of personnel policias, payrol, she appropriations, and auxiliary sorvices.

Qualifications: Isachelor's degree in accounting or business administration and professional certification in public accounting required with preferate given to an advanced degree, five or more years of increasingly responsible work in the area of administration and finance in public higher eductor required with demonstrated ability to deal offectively with superiors, persuadordinates, the academic community, public officials, media representatives, and the public.

BUSINESS MANAGER Reports directly to Vice President for Administration and Finance bushess and

with supervision of auxiliary enterprises, accounting, student accounts, and other duties assigned in the fiscal affairs area.

Qualifications: Bachelor's degree in accounting or business required

vanced degree and professional certification in public accounting present unintimum of five years' experience in a public college or university busies office operation and demonstrated effective communication skills and extreme interpersonal skills required; experience with computerized financial day management systems in a public higher education environment required.

Salary Range: \$40,000 \$45,000 or negotiable per qualifications.

Salary Range: \$60,000 \$65,000 or negotiable per qualifications

AND FINANCE

AAMO LMPLOYFR

phone numbers of three references to:

onstrated experience in working with state and local governing

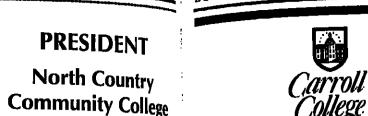
ational activities, or attudent leadership ad-ntinistration. An Affirmative Action, Equal Opportunity Employer. James Madison University is communited to the develop-ment of a diverse student body. As a result, the University is asking administrators. the University is seeking administrators with extensive experience advising and counseling both minority and female students. This search will remain open until the pusition is filled. Salary is competitive and commensurate with experience. Applications on file by May 15 will receive first consideration. Interested candidates should send a letter of application, a resumment of three references to Randy Milchell, Director of Student Activities and Warren Campus Center, Box L-253, James Madison University, Harrisonburg, Virginia 22807.

Student Activities: Activities Coordinator. Coordinates campus activities apopsored by the University Union Program Board. Incumbent assasses needs and interests of the student body and uses data for event and program planning, Duties also include selecting, iralains, and supervising anadem staff members, monitoring and evaluating apoesored events, planning and monitoring budget, and assisting with all programs sponsored by the University Union. Master's degree in Student Personnel or related

available: Immediately. Submit core of the and returne to Personnel Services, on the stricts. Coordinator. Georgia Submit University. Landrum Box 104, Submit boro. Georgia 3466-8104. Georgia is a open records state. AA/EOI.

boro, Georgia suscensia boro, Georgia suscensia den Goron records state. AATEG:

Student Affairs: Assistant to the Vie heldert for Student Affairs. Restacts his University seeks candidars not be desired to the seeks of the see



CARROLL COLLEGE Waukesha, Wisconsin

PRESIDENT

The Presidential Search Committee of Carroll College invites applications and nominations for the position of President. The President is chief executive afficer of the college and reports directly to the Board of Trustees. uive officer of the college and reports directly to the Board of Trustees. Founded in 1846 as Wisconsin's oldest institution of higher learning, Carroll College is a coeducational, liberal arts institution affiliated with the Prebyterian Church (U.S.A.). Carroll College is located in Waukesha, Prebyterian Church (U.S.A.). Carroll College is located in Waukesha, Wiscosia, a city of 56,000 residents 20 minutes west of Milwaukee. The college confers Bachelor of Arts, Bachelor of Science, Bachelor of Science in Mursing, and Master of Education degrees. The student/faculty ratio is 14:1, with a student body of 1,365 full-time undergraduates, 709 part-time undergraduates, and Rigraduate students. The school has 80 full-time and 40 part-time faculty.

78 graduate students. The school has so full-file states academic experience, an earned doctorate or the equivalent; (2) a strong commitment to the liberal arts and quality education; (3) evidence of successful administrative experience at a significant decision-making level; (4) a commitment to participatory administration and an understanding of faculty, staff, and students; (5) a record of effective management of financial resources, and (6) demonstrated ability to raise money through appropriate fund-raising

Inquiries, applications and numinations, to be submitted by May 15, 1992, will be treated in absolute confidence and should be directed to:

Pershing E. MacAllister, Alice Morava — Co-Chairs Presidential Search Committee Carroll College 100 N. East Avenue Waukesha, Wisconsin 53186

Dr. John H. Kuhnle, Managing Vice President Korn/Ferry International Education Practice 900 19th Street, NW. Suite 200 Washington, DC 20006 Tcl: 202/822-9444 Fax: 202/429-0949

Canali College is an Affirmative Action, Equal Opportunity Employer.

MAINE MATHEMATICS AND SCIENCE ALLIANCE

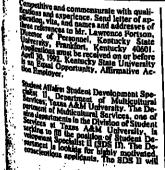
Executive Director

The Maine Mathematics and Science Alliance, a private, non-profit corporation newly formed to improve the quality and effectiveness of math and science education for all Maine students, K-16, invites nominations and applications for the post of Executive Director. The Director will lead a program funded by a 5-year, \$2 million per year, National Science Foundation grant (pending May 13, 1992 notification) and funds received from other organizations in Maine.

Duties: The position will report to the Alilance Board of Advisors, a group of teachers, professors, school administration, community and business leaders, and representatives of professional organizations promoting math and science education and educational reform. Under the policy direction of the Board, the Director will develop a strategic program, direct its execution and design an evaluation plan, ensure its equitable impact, and establish financial controls. The Director will be responsible for a small administrative staff and consultants who specialize in math and science education.

Qualifications: A strong background in mathematics, science or engineering and education, including an understanding of instructional and assessment practices and processes of educational change, especially in the field of mathematics and science, both nationally and in Malne: demonstrated administrative, fiscal, and human resources management skills; and an ability to write and speak clearly and to work effectively with others. A record of research and writing, as mathematician, scientist or educator, will help establish a common ground with science and math educators. Preference will be given to individuals with a background in K-12 education.

Compensation will be in the range of \$50,000-\$70,000 per annum, plus benefits, commensurate with experience. The position will be available july 1, 1992. Applications should be received by May 1, 1992. Nominations and applications should be seent to Eve Bither, Commissioner of Education, State House Station 23, Augusta, Maine 04333. Applications should include a letter stating the applicant's reasons for being interested in the post, a curriculum vitae, and the names and addresses of the references.



instruct Leadership Development courses, serve as a consultant on minority student issues, advise at least two major student organizations, and serve on university-wide committees. Difter related duties include making professional presentations on valuing diversity, professional conference outreach and advising students with Personal, social, and scademic concerns. Applicants should have a Master's degree in College Student Personal, Connecting or a related field and at least one (1) year's experience. Excellent interpersonal shifts and the ability to negotiate a large university environment are also exsential. The safary range for the position is \$22,000-\$25,000 year plus benefits and a travel budget. The Department of Maticultural Services is the primary retenition office for ethica minority students at Texas A&M University. The Department provides programs and serve-

PRESIDENT

NEOSHO COUNTY COMMUNITY COLLEGE Chanute, Kansas

Neosho County Community College is located in rural, Southeast Kansas in a town of 10,000 serving Neosho, Franklin, and Anderson Countres. The college has grown at an annual rate of 10% over the last three years. Future prospects for growth are excellent.

The President serves as the chief executive officer of the College, reporting directly to a locally elected Board of Trustees. Candidates for the President should possess, among other qualifications:

- A leader who will work with the Board of Trustees and the College community to provide an open and objective atmosphere for policy making and participatory management.
 A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and organi-
- Ability to provide positive leadership in community relations, marketing, legislative relations, fund raising, and the teaching and learning environment.
- Ability to provide a vision that looks to future opportunities and changes for the College.
- Experience and skills in budgeting, financial management, economic development, strategic planning and organizational de-
- Experience in higher education administration

 An earned doctoral is desired. Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure Applicants for the position of President are requested to provide:

• A letter of application.

• A current resume or curriculum vita.

Send to: Presidential Selection Commutee Dr. Richard Good, Chairman Board of Trustees Neosho County Community College 1000 South Allen Chanute, Kansas 66720

Reviewing and screening of applications will begin on June 1, 1992. NCCC is an equal opportunity, affirmative action institution.



ROXBURY COMMUNITY COLLEGE is a vibrant educational institution provid-ing educational opportunities to one of Boston's most educational opportunities to one of Boston's most educational and culturally diverse student bodies. At the present time RCC has 1,700 students and 62 full-

unre and 32 personne faculty.

Our College was established in 1973 by local residents who continue to play an active role in the life of the College. We are seeking a President to lead the efforts from systems building to further realization of potential opportunities that exist for this unique institution.

Selection criteria for the position of President include:

- Master's degree or higher
 Teaching experience at the post-secondary level
 Teaching experience at the post-secondary level
 Demonstrated senior level leadership and administrative ably in both academic and community-based settings
 Political experience gained through public sector work
 Strong financial management experience

Interested candidates should send a curriculum vitae, a list of five references and a one-page letter linking the candidate's experience with the stated criteria for this certification.

Mr. Sharif Abdal-Khalleq, Chair Presidential Search Committee Roxbury Community College 1234 Columbus Avenue Boston, Massachusetts 02120 Application review begins May 8, 1992.

ROXBURY COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY EDUCATIONAL INSTITUTION.

ices designed to meet the geadernic, cultural, and personal needs of the students. It also alds the University in its efforts to promote cultural piuralism in academics and extracurricular settivities. Bach of the Department's staff members plays a valia role in meeting those soats and objectives. Individuals committed to promoting the academic and personal success of ethnic minority students should submit a letter of application and three letters of recommendation by April 24, 1972 to: Wendy Cirave Department of Multicultural Services, 146 Memortal Student Center, Taxas A&M memortal Student Center, Taxas A&M emortal Student Center, Taxas 7841. Memorial Student Center, Johan 7 (2014). University, College Station, Texas 77841-1121; (409) 845-4531, Position available July 1, 1992. Equal Opportunity through Affirmative Action: Texas A&M University and the Department of Multicultural Services are committed to a multicultural services are strongly encouraged to apply.

Student Developmenti Sanch reopened. The Virginia Military Institute anticipates an opening for a student-development professional who will participate in student-orientation programs, essessment of student-development professional who will participate in student-orientation programs, essessment of student-developmental writing programs. The primary focus of this position will be indicated in the position will be indicated in the programs of the position will be programs (time minagement, note-takina, testing skills, SOJR, etc.). Traiging and experience with adult learners is essential. Special interest in individual learning styles, formal educational beckground in statistical methods, and teaching experience at the collège levid desirable. Minimum educational requirements: Master's degree in a

relevant discipline. Start date: 1 July 1992.
Starting salary for this 12-month position will be \$37,000-529,000 depending upon experience. Send inquiries and supporting documents to Search Compilitee, Carrell Hall, Virginia Military Institute, Lexington, Virginia 2450, or contact Dr. William Hughes at 703-464-7194. Student Life: Assistant Dean of Student Life for Indicial Programs, Arizona State University seeks as individual to admirate university seeks as individual to admirate and supervise the campus atudent ladicial system per the ABOR Code of Conduct. Active Involvement in Cultural Diduct.

cial system per the Ansor and conduct Active Involvement in Cultural Divernity Programming. Addresses student conduct issues of ethics and murality through programming involving faculty and students. Serves as judson with Cultural Diversity Programming Provides icodership for programming aprovides icodership for programming approvides icodership for programming approvides icodership for programming of Student Life policies and strocedures. Minimum qualifications for this polition include a Mensier's Degree in Student Development, Student Personnel, Higher Education Administration, or a related field, and 3 years administrative experience is Student Affaire. In addition, candidate must poasses knowledge and experture in atudent conduct programm and due process, and a demonstrated evidence of seasifivity and utderptanding of cultural diversity and stanic differences. Candidate must programm and due process, and a demonstrated evidence of seasifivity and utderptanding of cultural diversity and stanic differences. Candidate must have considerable knowledges of student development concepts and theory for the implementation of student programs. The ability to work effectively with students, Inculty and staff. Good akkis in

President LABETTE COMMUNITY COLLEGE Parsons, Kansas

The Heart of Trustees of Labette Community Cullege Invites applications and imminations for the position of President. The President is the chief executive officer and reports to assemention Brand of Trustees. The Board seeks an individual who is a encognized educational leafer and an individual who is committed to the compacheristic Community college.

CHALLENGES AND OPPORTUNITIES

external Relations

The new Prevident will be expected to develop effective linkages and communications
with the kannas tegislature and the local taypayers to insure their continued fiscal
support of Labelte Community College. He or site will be expected to build effective
relationships within the service area to increase the community's awareness and appetiation of Labelte Community College and to bring new Community groups and business and Industry sectors into the College's affective. The new President will be expected to maintain and enhance Labelte Community College's amoutation ehors with secondary and postsecondary education institutions.

any and protections are the account of the communities as well as to reflect the new The sis-member Board of Trustees is an active, involved policy-spring body. The new The sis-member Board of Trustees is an active, involved policy-spring body. The new President will be expected to assist the Board in further developing them is effect well represent Labette Community College to the communities as well as to reflect the new and emerging needs of the communities to Labette Community College.

Enternal Leadership
The new Prosident of Labotte Community College will be expected to provide leadership in developing a long-tonge planning structure for the College. He as she will need
ship in developing a long-tonge planning structure for the College. He as she will need
to satisfan a highly qualified and diverse faculty and administrative stall and record a
significant number who will retile in the coming decade. And, finally, the new President will be needed to aggressively sock funding from all sources, state and and from
private donors, all with the highest degree of accountability.

DESESSERED CHARTER ATIONS

PREFERRED QUALIFICATIONS Leading candidates for the position of President of Lebette Community Cullege will have a record of accomplishment and experience in advention with community cullege control and complishment and experience.

service pretented.

• Leading candidates will be committed to empowering and leading others through team building, consensus building and open communications. in addition to the broad perspective and expensional background expected, the new resident of tabelle Community College will have the following qualities:

A broad vision to deal with both internal and external growth;

A broad vision to deal with both internal and elements grows.
 Proven administrative skills;
 Demonstrated understanding of the teaching-learning process;
 High elibical standards, open, vigorous, and able to communicate enthusiastically the role of the college to all constituents;
 Capable of developing alternative sources of revenue, including private support;
 Demonstrated results in working with the dynamics of a multi-campus district;
 Demonstrated skills in budget development and financial management;
 Committed to working effectively with all constituents including the Board of Trustees, faculty, staff, students, and the community;
 Able to inspire trust and with a genuine love of service;
 Demonstrated ability to plan, reach consensus, test new approaches and deal with failure as well as success;
 Experience and commitment to collective bargaining and shared governance within an acadomic setting:

Experience and commitment to collective bargathing and shallow per academic setting:
 Appreciative of the culture and environment of the rural Midwest; and
 An earned doctorate is preferred.

• An earned doctorate is preferred.
Application Process: Applicants should brietly state in their letter of application how they would address the Challenges and Opportunities identified or how their background has prepared them to succeed as the new President. Applicants also should brietly address how they ment the personal and protostional Preferred Qualifications. In addition, applicants should submit a current resume and the names and business and home telephone numbers of eight reforences; two supervisors, two subordinates, two colleagues and two faculty members from either their current or former institutions.

Nominations and applications will continue to be received until the position is filled. Nominations and applications will continue to be received until the position is filled. However, since the Presidential Search Committee with begin reviewing applicants' materials in May, 1992, submittsions are especially encouraged prior to that time. Nominations and applications should be submitted to:

apparcaments student be sammed as.

Presidential Search Committee Chair, Atlantion: Mrs. Jeri Hillon (CHE),
Labette Community College, 200 South Fourteenth, Parsons, Kansas 57357.

All inquiries, nominations and applications will be held in stictest confidence. Labere Community College is an equal opportunity institution and does not discriminate on the basis of race, color, gender, religion, age, national origin, disability, or sexual orientation. For additional information, contact Wayne Newton. Search Consultant for the Association of Community College Trustees (ACCT). Telephone: (319) 454-6111; fax (319) 454-0034. An ACCT Search.

PRESIDENT Population Reference Bureau

The Board of Trustees invites applications for the position of president of the Population Reference Bureau.

Founded in 1929, PRB is a nonprofit, publicly supported organizat Founded in 1929, PRB is a nonprofit, publicly supported organization that gathers and disseminates information about population trends and their public policy implications. PRB does not advocate specific policy views, but seeks to inform policy discussions with relevant demographic information. PRB's programs and publications reach audiences globally and in the U.S. Based in Washington, D.C., PRB has an annual operating budget of \$3 million and a staff of \$5.

PRB's president Is an important intollectual leader in the population field. Candidates must be prepared to maintain PRB's reputation for tield. Candidates must be prepared to maintain FRB's reputation for communicating reliable population information to high-level policymakers, community leaders, the media, the academic community, and others. The president must be an experienced fund-miser, able to maintain PRB's broad base of support while cultivating new courses of funding. The president place a central coordinative role in ance to maintain rike a proad case of support white containing new sources of funding. The president plays a central coordinating role in internal management, providing financial oversight as well as leader-ship in strategic planning and program evaluation.

For an application package, please write: PRB Search Committee

P.O. Dox 59353 Washington, DC 20009-5355

All inquiries will be held in strict confidence. The application position as soon after September 1, 1902, as is practical. PRB is an equal opportunity employer and actively seeks applications from

organizios groups, developins and direct-las grograms. Doctorets arcierred. Com-petitive salary depending on experience. Application deadline is May 3, 1992. Letter of application, current vitee, and 3 letters of reference should be directed to the Em-ployment Section, Arizona State Universi-ty, Tempe, Arizona 85287-1443. ROE/AA.

Student Personnel/Residence Life: Shared position as Fraternity Court Advisor and Resident Director, reporting to Dean of Students and Director of Residence Life, 12-mean position beganning July 1, 1992. Responsibilities include gerving as histora



For fastest service, please write. don't phone.

To serve our readers most effectively, we have contracted with an independent, computer-based company whose only business is the handling of subscriptions. Their staff members' expertise is dedicated to serving our readers quickly and efficiently.

They can do this best if you'll write them directly—enclosing a copy of your address label, if you have one. Or use this coupon to let them know how they can serve you.

Please check the appropriate box(es) below:

- ☐ Change a delivery address
- 🗅 Report a subscription problem
- ☐ Enter a new subscription (49 issues—one year)
- Renew a subscription (49 issues—one year)
- □ \$67.50, payment enclosed
- ☐ Bill me
- ☐ Charge VISA #
- ☐ Charge MasterCard # _ ☐ Charge American Express # ______

Expiration date

ATTACH LABEL HERE (if you're already a subscriber)

Name

Street address or box number

Clty

Subscription Department The Chronicle of Higher Education

P.O. Box 1955 Marion, Ohio 43305

Please allow four weeks for your order or adjustment to be processed.

Executive Director The Caltech Y

The Board of Directors of The Caltech Y is seeking an executive director. The Y is an independent, non-profit, non-sectarian student service organization located on the campus of the California Institute of Technology. Its mission is to provide resources and opportunities to enrich student life and empower students to learn about themselves and their place in the and empower students to tearn about memseres and unit place in the world community through increased social, ethical and cultural awareness. Its activities, staff and budget are directed by a volunteer board of directors in cooperation with a student executive committee. Programs include community and campus service, distinguished speakers, cultural events, social and recreational activities, leadership development and a variety of campus services. It does not provide athletic programs.

The executive director is responsible for the day-to-day operations of the Y, including planning and coordination, budgeting and fiscal administration, fund raising, supervising staff and student volunteers, reporting to the Y board, community and public relations, informal counseling and student

Qualifications: Candidates for this position should be proven leaders, with demonstrated capabilities in non-profit management and fund raising, with success in communicating and working effectively with college-age student leaders, faculty, staff, community representatives, and a volunteer board of directors. A baccalaureate degree is required, with an advanced degree preferred, Candidates should have at least five years of progressively responsible experience in managing educations in seasons. advanced degree preferred, Landidates should have at least five years o progressively responsible experience in managing educational or service organizations. Ability to operate cooperatively and collaboratively in an academically challenging university setting during periods of change is expected. Salary is competitive and commensurate with qualifications. Deadline for completed applications is: May 15, 1992

> Search Committee The Caltech Y Caltech 218-51 Pasadena, CA 91125 or call (818) 356-6163

CONTACT: Esme Gibson, Chair

The Caltech Y is an AA/EO employer.

PRINCE WILLIAM SOUND **COMMUNITY COLLEGE** Valdez, Alaska

CAMPUS PRESIDENT

The University of Alaska Anchorage (UAA) is currently accepting applications and/or nominations for the position of Prince William Sound Community College (PWSCC) President. Reporting to the Chancellor of UAA, this position is responsible for planning, development and management of PWSCC. The President provides leadership in academic and institutional development and delivery of services for Prince William Sound and Copper Basin regions.

Prince William Sound Community College, part of the University of Alaska Statewide System, has its main campus in the historic community of Valdez, with extensions in Cordova and the Copper Basin. Located in Southcentral Alaska, PWSCC serves a geographic area of more than 44,000 square infles. The college's curriculum includes liberal arts, general education, vocational education, adult basic education, general education development testing services, self-improvement courses and seminars.

A complete position description may be obtained from the University of Alaska Anchorage Personnel Services Office.

Review of applications will begin May 1, 1992 and continue until the post-tion is filled. Submit letter of application, including statement of educational philosophy, comprehensive résumé and names, addresses and phone num-bers of live professional references to: University of Alaska Anchorage, Per-sonnel Services Office, 3890 University Lake Drive, Anchorage, AK 99508; telephone: (907) 786-4608; FAX: (907) 786-4727.

UAA is an AA/EO Employer and Educational Institution.

Student Services Director of Student Services. Doctorate in counseling or appropriate field with leadership at a Community College preferred. Fersonnel Office, Dabrey S. Laccaster Community College, O. Box 1000, Cafton Forge. Virginia 4422: phone: 703/862-4246, ext. 270, Deadline May 18. AAOCEO.

Teacher Education/Engish: The University of California, San Diego has a new grenting for a Supervisor of Teacher Education and for a Supervisor of Teacher Education effective July 1, 1992. The annual satary range is \$29,772 to \$50 [124 Candidates should have an M.A. or P.S.D. in English, Literature, Engish as a Second Language or Applied Linguisties, a California Single Subject Teaching Credential (or equivalent), experience supervising secondary teacher cancidates, and experience teaching collegative courses in English/ESI. Instructional mothods and/or related fields. Send a letter of application, curriculum vitas and annua of three references to Professor Hush Median, Coordinator, Teacher Education Program, University of California, San Diego. La Jolla, California \$209-2076 by May 15, 1992. UCSD is an Allimative Action.



Ability to work collaboratively to analyze current academic offerings and lead a strategic planning effort to meet the changing needs of students, the workplace, and the com-

on munity.

• Ability to quickly assess the current strengths and resources of the College and, based on realistic priorities and limetables, to deploy them effectively.

• Adept at identifying and developing funding sources to support desired programmatic results.

• Ability to construct a shared understanding with the Board of Trustees of the proper roles and responsibilities of each in the leadership and administration of the College.

• Experience relating positively with accrediting and licensing agencies.

ing agencies.

Experience building an effective administrative team and comfortable with collective bargaining in a collegiate set-

tion of facilities.

Superior communication capable of projecting a new image of dynamic energy and achievement for the College.

Joseph S. Sherman, Secretary to the Hudson County Community College Presidential Search Committee 500 Plaza Drive P. O. Box 5189

Secaucus, NJ 07096-3189

Applications should include a current résumé and a thoughtful letter discussing the candidate's qualifications.

The Search Committee will begin reviewing applications on June 11, 1992, to candidate can be guaranteed full consideration if materials we received after that date.

liudson County Community College is an AVEEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

President

EDUCOM

The Board of Trustees of EDUCOM announces the poorch for a

EDUCOM is a consertium of over 600 of the nation's leading colleges and inversities which was formed in 1964 to lead and support the higher education community in taking maximum advantage of information technology in carrying out its mission. EDUCOM is a non-profit 601.c3 corporation, employing 24 persons with an annual operating budget of about \$8.5 million. The office is focated in Weshington D.C.

CUALIFICATIONS: The ideal candidate for this position will be an experienced information technology executive who has served in senior leadership and management roles within institutions of scope, typs and complexity suitable to demonstrate the capacity to manage EDUCOM. The new President will be able to formulate the wision, structure the organization, manage the enterprise, relate to all constituencies, reise finds and be an effective apokesperson and advocate for information technology within the context of higher education. An advanced degree a highly desirable as is a publication presence in the field.

PROCEDIME FOR CAMPING ANY Instruction conditions about direct

PROCEDURE FOR CANDIDACY: Interested candidates should direct confidential inquires to EDUCOM's Consultant:

Dr. Ira W. Krinsky Post Office Box 93127 Pasadena, California 91103 ATTN: P/E

(Tatephone: 818-568-3311 • FAX: 818-568-1656)

RaucoM is an equal opportunity amployer and encourages the applications of woman and minorities. The search will continue until an appointment is made. Screening begins immediately. The position is smalletis on January 1, 1993.

医克里斯氏试验检医试验试验 医抗原性 医乳状 医医乳性皮肤性皮肤性皮肤炎

ations and applications should be sent to:



PRESIDENT

The Board of Trustees of Miami University invites nominations, applications, and letters of inquiry for the position of President upon the retirement of President Paul G. Pearson as of December 31, 1992. The President is elected by and serves at the pleasure of the Board of Trustes and is charged with the responsibility of administering the affairs of the University as its chief administrative office.

Miami University is a state-assisted comprehensive un versity located in southwestern Ohio. Established in 1809, Miami began collegiate instruction in 1824, since that time, it has grown to an enrollment of more than 20,000 students on four campuses with an annual budget of more than \$215 million. The University awards baccalaureate degrees in about 70 fields, master's degrees in 60, and doctoral degrees in 10 disciplines. The central campus is in Oxford, a small city with a population of 8,500 located thirty-five miles north of Cincinnati and forty-five miles southwest of Dayton. The enrollment on the Oxford campus is limited to 16,000, with approximately 7,000 students living on campus in 38 residence halls. Miami has regional campuses in two nearby dies, Hamilton and Middletown, and a European Center in

Miami University is a selective public university with a long tradition of dedication to teaching excellence and undergraduate liberal arts education with an increasing strong record of scholarly achievement.

The Board of Trustees and its Special Committee seeks an outstanding individual with a distinguished record of accomplishment, experience, stature and academic understanding to provide effective leadership and management to lead the University into the next century.

Inquiries, nominations, and applications for the position of President are invited and should be directed to:

Special Committee for the Selection of a President William G. Slover, Secretary to the Board Office of the Secretary

101 Roudebush Hali Miami University Oxford, Ohlo 45056 (513) 529-3610

The successful candidate will be expected to assume his or her duties on January 1, 1993 or as soon thereafter at is practical. Applicants should send a resume and statement of interest to Dr. William G. Slover at the address above. Supporting information, including references, will be requested by the Special Committee at the appropriate time. The Special Committee will begin its review and screening of applications on or about May 1, 1992. The search will remain open until the position is filled

> Miorni University is an Equal Opportunity. Affirmative Action Employer.

Applications from women and minority candidales are encouraged.

University of Delaware, Newark, Delaware 19716; phone 302-8310-2703; fax: 302-831-1038. The University of Delaware is an Equal Opportunity Employer which encourages applications from qualified minority group members and women.

Theatre: Teacher/Designer/Technical Di-rector. University of Portland, Oregon, an independently governed Catholic Universi-ty with both undergraduate and graduate degrees in drama, seeks an experienced scenic/lighting designer to build and/or su-persists. Apples proceedings of the pro-

CONSERVATORY OF MUSIC

ASSISTANT DEAN/

The Board of Trustees of Hudson County Community College seeks an extraordinary educational leader interested in an opportunity to truly make a difference in an urban community college where the richness of diversity is taken for granted. The President is the chief executive officer and reports to the Board of Trustees. The Conservatory of Music at Oberlin College seeks Assis-tant Dean to administer all non-curricular Conservatory non-curricular Conservatory activities including concert management and production, ensemble tours, facility scheduling, and budget and production planning in these areas. Must have concert production experience and 3+ years administrative experience. Knowledge of vanues and musical instruments is required, as is experience with computer operations and touring music groups. Salary commensurate with education and experience. Submit letter of application and resume by April 30, 1992 to: officer and reports to the Board of Trustees.

Founded in 1974, the College is an open-access, urban community founded in 1974, the College is an open-access, urban community college whose 2, 800-student enrollment is projected to grow to 7,000 by 1995. Dispersed throughout fludson County in northern New Jerby 1995. Dispersed throughout fludson County in northern New Jerby 1995. The College is planning new, say, across the fiver from New York City, the College is planning new, more centralized facilities from which it will deliver university transfer, induced the control of the contro The College seeks a visionary president to foster the orderly long-range development of the College. Integrity, decisiveness, and the ability to motivate and listen to others will be required attributes. ability to motivate and useen to outers will be required autibutes. Inaddition, the President of HCCC should possess the following char-

Karen L. Wolff Dean of the Conservatory Oberlin College Oberlin, Ohio 44074

Altimetive Action/Equal Opportunity Employer

DIRECTOR OF MARKETING

Jung Foundation seeks enterprising professional to coordinate marketing of all Foundation activities. Responsibilities include marketing of lectures, conferences, bookstore, expanded membership and new Center for Midlife Development. Position requires promotional skilis, creativity and strong communication skilis. Send résumé and salary history to: C. G. June Foundation for Analytical Psychology, Inc., 147 Second Ave., Suite 503, New York, N.Y. 10003. Written replies only.

PRESIDENT

COMMUNITY

Royal Oak/Southfield Campuses

Oakland Community College is a multi-campus public two-year institution consisting of five locations serving 30,000 students in Oakland County, a dynamic growth area of Southeest Michigan. The Royal Oak Campus serves approximately 5,000 credit students per semester, while the Southfield Campus serves approximately

The President is responsible for the overall operation of both campuses; the President reports directly to the Chancellor. Expectations:

in undertaking its search for a campus president, Oakland Community College seeks to assess experiences and preparation which demonstrate the ability to lead

- Infusing a vision for the campus learning community which aligns compatibly with OCC's districtwide vision, including a commitment to diver-
- participating as a full member of the districtwide leadership team while concurrently empowering compus faculty and staff to work together;
- providing focus and follow-through using management skills and prob-
- forging coalitions and collaborations both inside and outside the organization that benefit the learning community;
- orchestrating and providing perspective on wide-ranging issues affecting the college by constantly listening and interacting with the college
- anticipating need and launching new initiatives, particularly those suited to a suburban setting, which push the campus and OCC toward its stratagic future:
- giving evidence of a strong self-concept, the highest integrity, and sub-stantial energy.

Candidates for the position must have the following minimum qualifications: an earned doctorate; seven years of community college administrative experience with increased levels of responsibility in areas of instructional administration and financial management; a minimum of one year of teaching experience, or compatible professional educational experience; oral and written communication skills. The enticipated starting date for the position is September 1, 1992. Salary is competitive for the area, experience and responsibilities autlined. Working conditions and benefits are exceptional.

Minimum Qualifications

Applicants will be required to complete an application form and provide a cover letter, current résumé, copies of transcripts for all degrees earned (photocopies

To receive application form, please call the Human Resources Department at (313) 540-1579. Applications will be mailed through Friday, May 15, 1992. Refer to position no. 92-15-c.

As an Affirmative Action, Equal Opportunity, Dakland Community College g candidates who will augment the diversity of its faculty, etaff, and administration.

Classified Advertising Insertion Order

☐Display Classified	☐Regular Classified	
Column(s) x		
Date(s) of insertion		
Alternate insertion date(s)		
□Payment enclosed	☐Bill to address below:	☐Assign box number
Name	Title	
Institution or company Sireet Address of P.O. Box #		
Plued vocases on a	State	Z _I p Code
City		
Purchase Order No		
	Telephone number	
Contact person	Attach ad copy and any required billing forms	
Special Instructions:		
	Please send to:	

The Chronicle of Higher Education **Bulletin Board** 1255 Twenty-Third Street, N.W. Suite 700 Washington, D.C. 20037

End Paper



'Celebrating the Stitch': an Exhibition of Contemporary Embroidery

BEGAN STITCHING IN 1979 as a response to the limitations I was experiencing with weaving. Stitching allowed me the freedom of working on an open format, applying my stitches as a painter would a brush stroke. Nonetheless, my early embroideries were influenced by my weaving experience, Weaving designs based on grids and patterns were transformed into embroideries where the imposed structure of weaving could be broken or eliminated. Geometric forms and their placement into systems metaphorically expressed the structures and rules of life. I worked to modify and soften these elements through the use of sensuous color, subtle gradations, and interpretations in the established systems. With time the pieces became more open and atmospheric. Unstitched areas dominated the surface.

My current work carries elements from the pastuse of color, gradations, interest in pattern—yet takes on a smaller format and new visual elements. These

1. 化相对性性

pieces are entirely covered with embroidery. Geometric forms are replaced by literal subjects, hands, figures, celestial objects. The subjects are abstracted and out of proportion....

These more concentrated pieces have become extremely meticulous and the process more obsessive. The stories they tell of flights and dreams are the antithesis of process and technique.

"Celebrating the Stitch: Contemporary Embroidery of North America," an exhibition of 141 embroidered works by 82 artists, is at the Newton Arts Center, Newton, Mass., through May 9. The exhibit then travels to the Chicago Cultural Center (August 1992) and other sites on a two-year tour.

The text and illustration above are by Janet Leszczynski, an assistant professor of textile design at Rosary College and one of the artists in the exhibition. They are from Celebrating the Stitch, by Barbura Lee Smith, the exhibition curator. The book is published by the Taunton Press (1991).

_{rmation} Technology

doing the same sorts of tasks one can do in a virtual-reality environment is not the same thing as being inside the system, he suys.

"This lab feels strongly, based on research, that the essential component in virtual reality is a feeling that you're dealing with an environment rather than an object in an environment," he says. "Monitorbased approaches can only approxmate that feeling." Immersing the user in the virtual environment provides a much bigger impact than simply looking at an animated character on a screen that is supposed to represent the user, he says. "If you stick your hand in a bucket of water, that's not swim-

Part of the point of virtual reality, says Mr. Bricken, is to eliminate the need to learn how to operate a keyboard or a mouse, which separates the user from the activity on the computer screen. Virtual reality, he says, allows users direct access to the software environment itself, and tasks in the environment can be set up so that users can perform them intuitively, with little or no training.

Work on Educational Uses

William D. Wynn, a professor of education at the University of Washington, is working with Mr. Bricken to develop educational uses for virtual reality, preparing foraday when use of virtual reality in the classroom could become widespread. Academe, he says. largely ignored the potential of computers to revolutionize pedagogy, meaning that scientists de-

"There are things 1 noticed

in the virtual-reality

model that I just had no

grasp of when I was

regular computer."

building the model on the

signed computers with little advice from the education community.

"For the first time, I think, educators are in on the ground floor of a new technology," he says of virwai reality.

Peter R. Theis, who is in his secend year studying architecture at Rensselaer Polytechnic, says he hopes virtual-reality systems will soon come to the classroom permagently. Using standard computermodeling techniques, he built the model of the Parthenon that was used in the virtual-reality experiment at RPI. Bill Glennie, director the Computer Aided Architeclural Design Laboratory and assistant professor of architecture at RP1. aded a California software company called Autodesk to lend the college a sophisticated computer and a head-mounted display to perform the experiments.

Mr. Theis says that, from an architect's standpoint, virtual reality is invaluable. "There are things 1 holiced in the virtual-reality model that I just had no grasp of when I Was building the model on the reguar computer. The scale is all blown out on the computer screen," he says. "When you're in virtual realily, bam, it's real-sized, and you're

Data Base Helps Graduate Schools Identify Potential Applicants

By BEVERLY T. WATKINS When Kim Yolton recruits students for graduate programs at the Ohio State University, she relies graduate program. on a computer-based service called

Once every quarter, Ms. Yolton. graduate administrative associate, asks the chairmen of the university's 125 graduate programs what kind of applicants they are are from foreign countries. seeking. She sends the information to the recruiting service, which returns profiles of undergraduates. Ms. Yolton sends these to the

service offered by Peterson's Guides Inc., helps her locate a core of qualified candidates for each

Connexion has a national data base of 36,000 college students and interested in advanced study. About 80 per cent of the total are undergraduates, and 3,500 of them

Students can enter personal in-

No Charge to Students

formation-majors, grade-point averages, standardized test scores. ethnic identity, and the like-into

ly enrolled in colleges. The computer service was set up

two years ago to give universities a new way to locate qualified graduate-school applicants, says Barbara L. Thomas, the president.

About 300 institutions subscribe to the service. Since it started, Conmid-career professionals who are nexion has conducted 872 searches and sent 139,135 profiles to gradu-For the service, schools pay an

annual fee based on the number of searches they wish to conduct. Three searches cost \$400, for example, while 12 cost \$1,400.

Early this year, Connexion ex-

the system through campus career- dents. The service is also available placement offices. There is no to employers looking for college charge to students who are current- graduates or professionals to till specific positions.

Placement for Veterans

To maintain its data base, Ms Thomas says, Connexion works with career-placement offices at 650 colleges and universities. It also works with the Department of Defense Transition Services. which helps place veterans in higher-education institutions.

In January, Connexion signed an agreement with CompuServe to let individuals who subscribe to that commercial on-line computing service add their own profiles to the data base. The annual fee is tended its searches to four-year in- \$24.95 for students and \$34.95 for



He wanted to go it alone. You don't have to. With IA as your technology partner, together we can orchestrate campus-wide solutions that directly support your institution's strategies.

Our unique ability to assess and understand your needs is based on the fact that at IA we have more professionals with higher education

anyone else in our industry.

That's why, today, IA products and professional services are enhancing performance in service levels, retention rates, and quality of life at nearly 600 leading institutions. That's more than 1,400 successful installations

over 30 percent of America's college population.

As you move toward a comprehensive higher education information solution, call information Associates at 716-467-7740. We're a step in the right direction.

INFORMATION ASSOCIATES' A subsidiary of Dun & Bradstreet Software

The value of expertise.

■ Talking computer helps students with physical disabilities

■ Package lets students take part in real-estate transactions

Students create working model of first human colony on Mars

A talking computer program at Capilano College in British non-verbal and physically disa- adult-oriented stories, written by Columbia is opening new doors bled," says Don A. Bentley, soft- students working on literacy and for students with severe physical disabilities.

The program, called "Speech Assisted Reading and Writing," teaches basic skills to adult students who would otherwise be unable to participate in classes.

Many of the students have cerebral palsy, multiple sclerosis, or spinal-cord injuries and are unable to turn pages in a book, hold a pencil, or speak.

"Many of these students had

In career planning

there are no magi-

cal answers, but the

SIGI PLUS system

The SIGI PLUS soft-

ware program gives

your clients a head

start on the future.

It's self-directed. It's interactive.

And it's flexible. Clients can go

through the entire program or

The program allows your clients

assessment of values, skills and

up-to-date information on hun-

dreds of occupations. So they can

make smarter career decisions.

Although the modular format

clients can go it alone. They are

their responses. They can come

they left off. Even years later, at

various points in their careers,

back later and pick up where

just access specific sections.

to get a comprehensive self-

interests. They can also get

comes close.

ware-development manager for the people with physical disabilities. In Neil Squire Foundation in British Columbia, which developed the program with Capilano College. "They were lumped in with people who were mentally disabled. In many cases, they were very bright their thoughts.

Students use a variety of devices, such as specialized head gear, to help them operate the com- ect.

SOFTWARE AND SERVICES

CAREER PLANNERS RECOGNIZE THE VALUE OF

LOOKING AHEAD.

unteachable, because they were reading section is a collection of the writing section, the computer "speaks" as the student writes, giving immediate feedback.

most of their work at their homes but had no way of communicating by communicating with their instructor on the computer. Digital Equipment Corporation donated 25 computers to the proj-

Students generally attend class-

es on the campus, but they can do

puter. A speech synthesizer lets For more information, contact been written off 20 years ago as the computer speak for them. The Mr. Bentley, Neil Squire Founda-

newsletters and

toll-free technical

of the program.

everything you

need to help your

clients help them-

selves. For more

support are all part

SIGI PLUS gives you

tion, 4281 Gallant Avenue, North Vancouver, B.C. V7G IL1; (604)

A professor at the University of Georgia has developed a multimedia package that allows students in his graduate real-estate class to simulate property transactions.

In one part of the course, James

B. Kau, a professor in the College of Business, divides the class into teams of three students each. The team members assume the roles of mortgage banker, money manager. and security dealer or broker. The teams compete, trying to increase their profits as they trade fixed-income securities. About 20 per cent of the grades are based on the students' trading performance.

The information on the computer screens is similar to that which securities dealers see at their offices. The computer allows students to keep track of the trades they have made, and lets them after their portfolios as they go along.

"The idea is to mix classroom teaching with some actual experience," says Mr. Kau. "Reading about trading securities isn't the same as actually doing it."

For more information, contact Mr. Kau, 314 Brooks Hall, Terry College of Business, University of Georgia, Athens, Ga. 30602; (404)

Students at Northern Arizona University are using computers to create a working model of Earth's first human colony on

Each student takes on a different task, from planning how to feed and house the colonists to determining how they will survive in the Mars atmosphere.

"The students basically have to start from scratch," says Reed D. Riner, an associate professor of cultural anthropology, who teaches the course with Melvin K. Neville, an associate professor of computer science. "Their job is to develop a viable community under nigh-stress circumstances."

Students must also develop a new culture and a new way of communicating for the colonists, who come from various countries on Earth.

Students at Northern Arizona communicate by electronic mail on Unix-based machines with students on four other campuses across the country who are also planning colonies throughout the solar system. Discussion topics include the use of nuclear power and

trade relations among the colonies. Students also use computers to describe what their characters are doing, what their surroundings look like, and how they are contributing to life in the colony.

"Not only are their computer skills improving, but their writing and other communication skills are improving as well," says Mr. Riner. "They're also picking up some enthusiasm for space science.

For more information, contact Mr. Riner, Box 15200, Department of Anthropology, Northern Arizona University, Flagstaff, Ariz., 86011; (602) 523-6583.

--- KATHERINE S. MANGAN

COMPUTER

Important Pari of Your New Information

You have decided to

upgrade your campus

application vendors,

operating systems, and

more. It's easy to get losis

the information system

Consider—what's mos

important in making you

new information system

successful? People: yours

and ours. Client Services

people comprise Quodala

largest department. They

understand your envir-

there, in educational

the people who train,

on-going support.

install, tailor, and provide

Let's face it: computer

software is pretty similar.

This one does a little more

here, that one does a little

more there. People make

the difference. Ours have

been making people like

yours successful for 20

Call us for a few nam

of the over 100 clients

using Quodata systems.

fine service....the most

important component of

your new information

Hear for yourself about 01

years.

system.

onment because they war

administration. These are

forest.

The Most

Gelany, "California Oaks, Version 10," for Apple Macintosh. Requires "HyperCard," Tutorial helps students learn the classification of California information management system. Now you and you colleagues are sorting on departmental needs, 40L tools, networking options, 346-8355 OT (805) 685-2100. hardware manufacturer.

thesis of oligonucleotide probes, restriction mapping, and Sanger and Maxam-Gilbert sequencing methods; \$110; site licenses available. Contact: Electronic Publishing, Oxford University Press, 200 Madison Avenue, New York, 1994 (2) 23 679, 7300. ext. 7370. York 10016; (212) 679-7300, ext. 7370. molection. "Darwin's Voyage of the Bragle," for Apple Macintosh. Re-quires "HyperCard." Introduction to the world tour of Charles Darwin's RMS Beagle; includes introduction to Darwin's revolutionary theory of the

History, "Culture, Version 2.0," for Apple Macintosh or IBM PC and compati-Nes. Requires "HyperCard" or "HyperWriter." Multimedia guide with 30,000 links to 3,700 years of Western history and culture; divided into six historical periods, including Middle Ases, Renalssance, Baroque, Classic,

lok," for CD-ROM players used with law rc and compatibles. Includes full lext of IOK and 20F forms filed annual by 4,000 companies with the Securi-les and Exchange Commission; \$1,600 annually, updated every other month. Contact: SilverPlatter Information Inc., 100 River Ridge Drive, Norwood, Mass. 02062-5026; (800) 41-0064 or (617) 769-2599.

Music Library." for

munic. "The OCLC Music Library." for CD-ROM players used with 18M PC and compatibles. Contains citations to 400,000 musical recordings, including Blg Band music, wedding music, and adeco, from libraries in the United States; \$675. Contact: Silver Platter Information Inc., 100 River Ridge Drive, Morwood. Mass. 02062-5026; (800) 343-0064 or (617) 769-2599.

Newspaper data bases. "Ethnic News-Watch." for CD-ROM players used with 18M PC and compatibles. Contains full toxt of 84 newspapers and other publications from African American, American Indian, Asian, Arab, Hispanic, and Jewish publishers; lets users search in both English and Spanish; 31,895 annually, updated quarterly; 31,495 annually, updated monthly. Contact: SpftLine Information Inc., 106, Box. 16845. Stamford. Conc.

NEW SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, conact the companies directly.

naks: includes graphics, glossary, range maps, pronunciation tips, and lessons in keying; \$25; quantity disounts available. Contact: Intellima tion, Department GAPG, Box 1530, Santa Barbara, Cal. 93116-1530; (800)

346-8355 or (805) 685-2100.

Sockemistry. "Gene Cloning and Sequencins." for IBM PC and compatibles. Simulates techniques of cloning and sequencing genomic DNA, including random and specific cleuvage, synthesis of cliennucleotide, probase, re-

: counts available. Contact: Intellima tion, Department GAPG, Box 1530, Santa Burbara, Cal. 93116-1530; (800) · 346-8355 or (805) 685-2100.

Romantic, and 20th Century: Includes three supplemental sections: Biblicul History, Greco-Roman Culture, and a Cultural Almanac; \$249. Contact: Cultural Almanac; Cultural Almanac; \$249. Contact: Cultural Resources Inc., 30 Iroquoix, Crafford, N.J. 07016; (908) 709-1574. Medicine. "Subcellular Fractionation and Centrifugation," for INM PC and compatibles. Simulates the behavior of subcellular particles, such as nuclei, mitochondria, and chloroplasts, under a range of centrifugation conditions; helps students learn how to achieve the greatest yield and purity in the least amount of time; \$130 for standard version, \$150 for "Windows" version; site licenses available. Contact: Electronic Publishing, Oxford University Press, 200 Madison Avenue, New York 10016; (212) 679-7300, ext. 7370.

InfoTech Services

Integrated Information CATALOGUES Management Systems. Colleague is a comprehensive soft-Would you like to publish your text ware packago that streamlines all administrative functions with

Student Management, Financial

Management, Human Resources,

Benefactor is an integrated set

f modules designed to support

all development activities include

ing strategic and campaign plan

ning, donor acquisition and cult

vation, and gift and pledge pro-

with 23 years of experience,

Datatel is committed to deliver-

Datatel • 4375 Fair Lakes Cour

Fairfax, VA 22033 • 703-968-9000

CARS provides a solution that is

umatched data retrieval.

CARS operates on four princi-

ples: clear vision, conservative

pusiness philosphy, excellent

technology, and quality service

CARS

4000 Executive Perk Drive Cincinnati, Otuo 45241

ASSOCIATES

Software superior by design.
Computer Associates provides

ducators with software that be

ters the competition in function lity and clesign, and is priced

much loss. From graphics to word processing, spreadsheets to ac-

counting, CA offers the most val

ue for your investment. Step up and see the software that is used

by over 85% of America's For-

time 500 employees. For more in formation call 1-800-MICRO90.

, the family of advanced admin

Istrative software systems from AMS—the LEGEND series of

applications addresses overything from financial management and human resources to student infor-

mallon and fund raising. For more

nformation call 1-800-255-6405.

Subscribe to DECNEWS
All users of BITNET or INTER-

NET networks are invited to sub-

scribe to DECNEWS for Educa-

electronic newsletter from Digi-bil Equipment Corporation.

For information, send electronic

digita

or call 508-467-5351.

mail to:

tion and Research, a monthly

LEGEND

513-663-4642

fully integrated, with a fully rela-tional database structure offering

o higher education.

||IDATATEL

ng quality products and services

and Fund-Raising Systems.

COMMUNICATIONS

material for class use? EMTEXT.

534 Pacific Ave. S.F., CA 94133.

Enhance your campus academic and life style programs with GTE's Smart Campus. The turn key package includes an on-cum pus broadcast network for lectures and conferences, on and of campus resource data access, ad-

Call 1-800-743-4228.

Applied Campus Technologies

CONSULTANTS

EDUCOM Consulting Group. 202-872-4200 or ECG@EDUCOM.EDU

GROUPWARE

PARTICIPATE® Computer Conferencing Software for Distance Learning

Fax: 215-435-2453 Internet: eparti@vax1.ce.lehigh.edu

SOFTWARE

panner.

The BANNER Series The Power to Reach New

Heights in Administrative Computing Five Integrated Systems

Finance • Alumni/Developmen Financial Aid • Student Human Resources

Systems & Computer Technology Corp. 4 Country View Road Malvern, PA 19385 In PA, call: 215-647-5630

Call toll-free 800-223-7036

INSTITUTIONAL SELF-STUDY SPREADSHEET DATA BASES

Management Ratios #6 Stuff Ration 10 Years of Financial Ratio Norms Faculty Salary Index Current Fund Revenue Dollars lurrent Fund Expenditure Dollar Plant Asset Dollars Financial Aid Dollars Years of Undergraduate Tui And many others

IOHN MINTER Associates National Data Service for Higher Education 2400 Central Ave. Boulder, Colorado 80301 Call 1-800-444-8110 to order

Ouodata

necessful software & service or Information Management n Higher Education.

Call: 800-OK 4 HELP

Total Solutions

Information Associates combine advanced, proven technology with a deep understanding of m ministrators' needs to deliver software and professional survices that directly support your is stitutional strategies. For more information call 716-467-7740.

INFORMATION ASSOCIATES subsidiary of Dun & Bradstreet Software

The value of expertise.

We convert typed/printed documents to Mac/PC files. Cheap, fast and accurate. Scanners 1-800-752-9480

Media conversion

Programming tools

by classification

Systems / hardware

4. 2 20 2

• by discipline

Public domain

Networking

Optical disks

Periphemls

shareware

Security

Services

Software

Supplies

Retail leasing

TEXT CONVERSION

COSMIC, for NASA

MAPLE

Download our entalog via Inter-

net, run it on your PC. For in-

service@cossack.cosmic.uga.edu

structions send a message to

The New Math Standard

Waterloo Maple Software

160 Columbia Street West

Waterloo, Ontario, Canada N21.31.3

Career Planners: SIGI PLUS from

ETS—career guidance software sys-tem for the '90s. Call 800-257-7444.

13170-58 Atlantic Blvd., Suite 307,

4.

· 公司 · 阿里斯

Federal Grant Forms Software,

acksonville, Fl. 32225.

Reach over 420,000* technologyminded readers every week . . . highereducation professionals who are looking for information about computer products and services.

Academic computing

Artificial intelligence

Associations

 Books / catalogues / publications

· CAD / CAM · CD-ROM

Communications / faxes /

modems

Computers new

Computers used

Consultants

Data conversion

• Data entry

Data recovery services

Desktop publishing

Disk drives

 boards monitors

 printers Maintenance management

and more every week.

InfoTech Rates (per insertion) Display: \$65/column inch Listing: \$15/line, minimum of 2 lines

Discounts are available for multiple insertions. Call Display Advertising at 202-466-1080 for more information.

InfoTech Services The Chronicle of Higher Education 1255 Twenty-Third Street, N.W. • Suite 700 Washington, D.C. 20037

ETS, EDUCATIONAL TESTING SERVICE, the ETS logo design, SIGI PLUS and the SIGI PLUS logo design are registered trademarks of Educational Testing Service.

the SIGI PLUS program can help clients. And we provide you with P.O. Box 6403 P.O. Box 6403 Princeton, NJ. 08543-5071 them make tough decisions. on-going support: promotional Or call toll-free: 1-800-257-7444 The SIGI PLUS system is a product materials, regional conferences,

of Educational Testing Servicethe leader in career guidance for over fifteen years. And we worked allows for your intervention, your hard to make it just as useful for you as for your clients. assured privacy and can even save

It lets you add information about local services, seminars and employment opportunities. Online questionnaires collect valuable information about your

🔲 I would like SIGI PLUS® system literature.

I would like someona to contact me. l would like a free SiGI PLUS demo disk

information, call toll-free.

SIGI PLUS. The career guidance

1-800-257-7444.

for the 90's.

software system

Mail coupon to: The SIGI PLUS Program Workplace Assessment & Train/ Educational Testing Service ment & Training

(203) 728-6777

Quodata

One Union Place

Hartford, CT 06103

The Chronicle: **Your Window** on Academe



	NDOW ON ACADEMI
8	Special
Pı	urchase
The Chro	nicle of Higher Education 1955, Marion, Ohio 43305
	y subscription to The Chronicle.
☐ Bill me \$67.	.50 for 49 issues (1 year).
☐ Please charg	.75 for 24 issues (½ year).
] Master Card 🔲 American Expres
Account number	Expiration date
Account number	Expiration date
	Explanton dare
Signature	Expiration dare
Signature Name	Expiration dare
Signature Name Title/Department	Explision dare

Waysa Means

Following up on his 1988 promise to be "the education President," George Bush has said that education would be his most important domestic policy goal if he were re-elected. "There are several goals, and

I've been spelling them all out," the President said in response to a question at a White House press conference. "I think education reform certainly would be right up at the top of that: achieving our goals for education by the year 2000."

Mr. Bush said achieving the goals "would render us much more competitive internationally, which gets you over into the economic side of things, and it will lift a lot of kids out of this impoverished area, the impoverished state they're in, give them an opportunity at the American

In 1990 President Bush and the nation's governors agreed on six education goals that are supposed to be achieved by 2000. The goals say that students should arrive ut school ready to learn; be competent in English, geography, history, mathematics, and science; and be first in the world in mathematics and science. They also say that the high-school graduation rate should be 90 per cent, all schools should be free of drugs and violence, and all adults should be literate.

Although the Nevada state line is hundreds of miles from the giant Navajo reservation that crosses parts of Utah, Arizona, and New Mexico, the University of Nevada--Las Vegas wants to allow Navajo students to enroll at in-state tuition rates.

The university will ask the Board of Regents, which has authority over tuition, to approve the arrangement at its next meeting.

"It's our attempt to increase cultural diversity," said Robert C. Maxson, UNLV's president.

The university has been striving to increase enrollment of minority students, UNLV officials said. So far most of that effort has been directed at black and Hispanic students. Minority students make up about 18 per cent of the student body. Fewer than I per cent are American Indians.

Mr. Maxson, who has met with Navajo leaders about the plan, said he expected from 10 to 20 students to enroll initially. He added, "We would welcome whatever numbers would want to come."

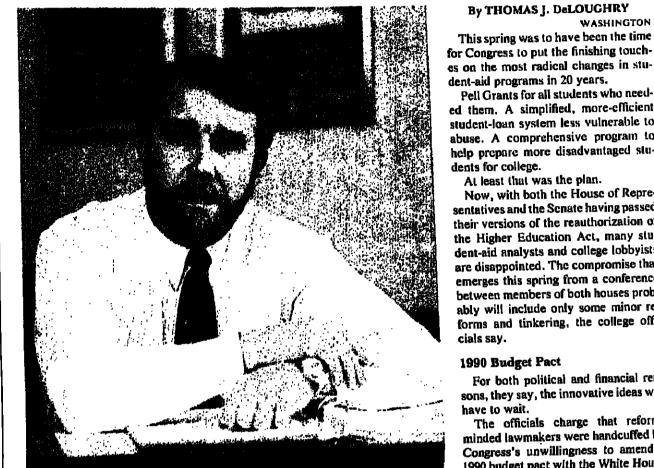
Duane Beyal, spokesman for the Navajo Nation's president, Peterson Zah, said the Navajo aiready had ilar arrangements with the three slates in which parts of the 25,000square-mile reservation lie. Two institutions in Colorado also offer Navajo students in-state tuition rates, a feature appreciated by the Navajo government, which provides financial help to about 5,000 Navajo college students.

Once the UNLV agreement is ecured, Mr. Beyal said the "next logical step" for the Navajo government would be to make a imilar deal with institutions in

Government & Politics

NO RADICAL CHANGE

College Officials Say Politics and Budgetary Constraints Have Doomed Reauthorization Bill's Promise of Reform



David A. Longanecker of the Colorado Commission on Higher Education: He sees "some pretty nifty components to the bills that are coming through reauthorization."

By THOMAS J. DeLOUGHRY

This spring was to have been the time for Congress to put the finishing touch-

dent-aid programs in 20 years. Pell Grants for all students who needed them. A simplified, more-efficient student-loan system less vulnerable to abuse. A comprehensive program to help prepare more disadvantaged stu-

dents for college. At least that was the plan.

Now, with both the House of Representatives and the Scnate having passed their versions of the reauthorization of the Higher Education Act, many student-aid analysts and college lobbyists are disappointed. The compromise that emerges this spring from a conference between members of both houses probably will include only some minor reforms and tinkering, the college offi-

1990 Budget Pact

For both political and financial reasons, they say, the innovative ideas will have to wait.

The officials charge that reformminded lawmakers were handcuffed by Congress's unwillingness to amend a 1990 budget pact with the White House or to waive it for the higher-education

Continued on Page A34

Education Secretary Says He Will Make It Much Easier for New Accrediting Groups to Gain U.S. Recognition

By SCOTT JASCHIK

Education Secretary Lamar Alexander announced last week that he planned to interpret government regulations in a way that would make it much easier for new college accrediting groups to gain federal

recognition. Secretary Alexander said his interpretation would lead to the formation of more accrediting groups. That would allow colleges to reject the standards of current accrediting associations that the colleges find to "be inappropriate and have little or nothing to do with academic quality," he

Critics of the established accrediting groups praised Mr. Alexander's an

Potential for Abuse Seen

The accreditors themselves, however, said Mr. Alexander was misinterpreting federal regulations and creating the potential for abuse of the accreditation system. James T. Rogers, executive director of the Commission on Colleges of the Southern Association of Colleges and Schools, said: "There is a gross lack of understanding of

the entire accreditation process." Mr. Alexander's announcement came in a letter in which he renewed federal recog-

nition for the Middle States Association of Colleges and Schools. He delayed the renewal last year because the department and other critics didn't like Middle States' policy of evaluating colleges' records in recruiting and retaining minority faculty members. Critics of the policy had charged that it encouraged the use of quotas.

Late last year, the Middle States mem-

"I do not read those

departmental regulations--and I will not apply them-

as restricting the recognition

formed agencies."

bership voted to make its "diversity" policy optional. Shortly after that vote, Mr. Alexander's advisory committee on accreditation recommended that he renew the association's recognition.

Recognition is crucial to accrediting groups because students can receive federal aid only if they attend colleges that are accredited by recognized agencies.

In his letter renewing Middle States' rec-

ognition, Mr. Alexander said he was still concerned that accrediting associations had too much power and that incorrect interpretations of regulations gave the associations that power by limiting competition from other accreditors.

Mr. Alexander wrote: "Some have thought that an agency must have been in operation for several years or must first have gained the acceptance of established accrediting agencies."

Securing 'Prompt' Action

He went on to say: "I do not read those departmental regulations—and I will not apply them—as restricting the recognition of additional, newly-formed agencies. In my view, a newly-formed accrediting tency can secure prompt recognition from the Secretary, under the department's regulations, so long as the agency shows that it possesses sufficient administrative and financial resources to do its work and has put into place the procedures needed to produce reliable accreditation decisions."

The regulations concerning the recognition of new agencies do not include a specific time that an agency must be operating before it can be recognized. But the regulations do list a number of things that agen-

Continued on Page A31

Regional Public Colleges Resist Their States' Demands That They Specialize

WORCESTER, MASS. Ask faculty members and administrators at Worcester State College here if they agree with the state that public colleges should be more specialized and they all say Yes. Their college, they quickly add, will fare well because Worcester State has already focused many of its academic programs on training for the allied health profes-

But ask those same people which academic programs here should be eliminated, so that more state funds could be used to improve the college's allied health programs, and they respond either with silence or in defense of every program offered at the college.

State Officials Frustrated

The reactions are typical of what state planners confront nationwide. Faced with a lingering recession, many governors and legislators say that the only way they can provide for a quality higher educagrams offered, especially by regional four-year institutions. But the people who run those institutions say their primary mission is not to offer a specialized curriculum to people throughout the state. but to offer a wide range of courses for people in the immediate vicini-

That philosophy is frustrating to state officials, one of whom paraphrases it as "believing everyone has a right to every college program within spitting distance."

By GOLDIE BLUMENSTYK

and JOYE MERCER

courage students to graduate and

avoid controversy over another tu-

ition increase. But the plan has

failed to win over students and has

Based on gaps in the state budg-

et, the university system was ex-

pected to have to increase tuition

Rather than raise tuition by that

percentage-about \$500 for every

student-cuny Chancellor W.

Ann Reynolds wants to allow cur-

rent full-time students to pay only

\$350 more, but to raise the tuition

of entering freshmen and transfer

dents who paid the higher rate and

went on to complete their bacca-

laureate degrees would receive

- At least one state legislator, As-

semblyman Edward C. Sullivan,

has questioned the legality of the

proposal. Mr. Sullivan, chairman

of the Assembly Higher Education

Committee, said the proposal

requiring all students enrolled in

to pay the same tuition, unless they

"programs "leading to like degrees"

are from out of state.

their final semester free.

Challenge to Legality

angered key legislators.

by 27 per cent.

The City University of New

In some states, such a philosophy is carrying the day—even if



tion is to cut the quantity of pro- Piedad F. Robertson, Secretary of Education in Massachusetts: The state will reward colleges that specialize. "This is all going to go hand in hand with financing."

CUNY officials have defended the tained protests against state legis-

only bars them from establishing tration over tuition increases and

for university relations, said CUNY about to complete four-year degree

stood by its interpretation of the programs, they would be eligible

law, and had no intention of drop- for the final free semester. Stu-

The tuition increases are for the final free semester.

higher-education leaders don't Hispanic groups won a state court versed on appeal, "there would be number of specialties in teacher edno place for any pinnacle of excel- ucation. lence in the state system."

Mr. Sullivan said without "some

kind of court ruling," CUNY's inter-

"If a student trudges

through in a fairly

reasonable time."

he or she will save

money. "We think it

will spur retention."

want to change the law, that is for

rates, the Legislature controls

most of the system's budget.

the Legislature to do."

York last week announced an undifferent tultion rates at different budget cuts.

usual tuition plan designed to en- colleges, or based on a student's

students by \$600, to \$2,450. Stu- pretation was groundless. "If they

would violate a state education law cerns about the tuition plan.

pushing hard in the other direction. says more programs may be cut. want it to. In Texas, for example, The Board of Trustees of State Institutions of Higher Learning has order in January that would require ordered each of the eight colleges it Texas to develop a plan to increase operates to submit a plan for elimiofferings at six four-year colleges nating programs. At Delta State in predominantly Hispanic South University, bachelor of arts degree Texas. Kenneth H. Ashworth, the programs in French, German, mucommissioner of higher education, sic performance, and sociology says that if the order is not re- will be eliminated, along with a

Ms. Reynolds said her plan

would allow CUNY to cushion the

impact of the tuition hike on cur-

rent students, many of whom have

already endured tuition increases

Ms. Reynolds said new students

could also benefit. "If a student

trudges through in a fairly reason-

able time," he or she will save

money, she said. "We think it will

About 60 per cent of CUNY's stu-

dents do not complete their de-

The free-semester offer is part of

senior colleges would also qualify

four years, students have held sus: that history when calling on the appropriate."

Part of New Rate Package

of 48 per cent since 1991.

spur retention."

"We have a prevailing responsibility to offer academic quality in our programs," he says.

Higher-education leaders are divided over how much specialization should be forced on state colleges. Flagship research universities, while under pressure to specialize in graduate programs, still generally offer a wide range of undergraduate programs.

W. Ray Cleere, Mississippi's Many regional state-college for each college and to insure that In Mississippi, state officials are commissioner of higher education, leaders say that their institutions

CUNY's Unusual New Tuition Package Draws Questions and Criticism state to provide enough money to plan. They say the education law lators and the university adminis- avert tuition increases. Ms. Reynolds said "the symbolism of a final semester free we find very appealing for our students." That appeal was lost on

> "It's definitely targeted at calming student protests by students who are already enrolled," said Ri-great deal of similarity." cardo J. Pons, president of the daystudent government at CUNY's City College.

Mr. Pons, a senior, said it appeared that administrators were ertson, the Secretary of Education hoping to divert students' attention 'from three years of budget cuts' that have led to larger classes, few- the past, which was the mindse er services, and poorly maintained that this is going to go away and

Assemblyman Sullivan has again. doubts about where CUNY will find expected to be approved by the money to offer students a free says, should convince state expected to be approved by the final semester. He predicted that leges that they have no choice but Although CUNY sets its tuition CUNY Board of Trustees next week CUNY would end up returning to to specialize. and applies only to students who the Legislature for the money to will enter the university after June back up its promise, break the

At Worcester State, for example, state support has declined to Jay Hershenson, vice-chancellor

1. Whenever those students are promise if lawmakers don't proshout to complete four way don't proshout to com vide it, and blame the Legislature. He stopped short of saying he ment has held steady at about 6,000 ment has held steady at about 6,000 would sponsor legislation to block and the number of faculty and staff ping the proposal. But he said dents who begin their studies at a CUNY would work with Mr. Sulli-CUNY would work with Mr. Sullicuny community college and then
van and others who may have contransfer to one of the suctor like the contract of the suctor like the suctor van and others who may have con- transfer to one of the system's nine questions. "Their intentions are

Ms. Robertson says that in such probably good, and they're trying an environment the cost of offering to solve a difficult problem as they a broad range of programs for head prompted by continued tight budgets in New York State. For the past free. Student lenders of the land ets in New York State. For the past free. Student lenders often invoke four years, students have held suate that history when college is interested is in the lenders of the past free. Student lenders often invoke is lature shouldn't be involved is in-But Kalyan K. Ghosh, Worces

dard. Says James B. Applebeny, president of the American Association of State Colleges and Universities: "If the mission is so fo cused, then you are going to deny access to people who don't have the financial wherewithal to go to another part of the state."

Mr. Appleberry says there a "no one answer" for how states should deal with the issue, but he says regional colleges should generally have "a broad range in the liberal arts,"

Others Expected to Follow

Massachusetts is moving ahead with a plan to force much more specialization on seven regional public colleges. Officials here say that other states are sure to follow-even if it means abandoning the commitment to a broad ranged

courses at every regional college. Gov. William F. Weld, a Republican elected in 1990 on a platform of streamlining state government, appointed a panel of educators. legislators, and business leaders last year to design a plan for the state colleges.

In the six months that the panel deliberated, hostility toward it was barely concealed on most campus es. In December, for example, Fitchburg State College issued a press released headlined: "Boresucrats Aim to Cut State's Four-Year Public Colleges."

The panel released its report last month, calling for the state's High er Education Coordinating Council to develop "specific focus areas" most academic programs would relate to those areas. As for other disciplines, the report recommended that coileges maintain only "a limited core program of majors with sufficient demand and quality

to meet regional needs." The report said that the seven regional institutions (two others, the Massachusetts College of An and the Massachusetts Maritime Academy, are already specialized offered most of their degrees in education and business and had "a

'A Different Mindset'

Eliminating those similarities is a job that now falls to Piedad F. Rob-She says the report reflects "a different mindset than we've had in money is going to start to flow

The lack of state money, she

Ms. Robertson adds that she

isn't too worried by the opposition to specialization on the campuses. "The first step of self-analysis is to say that the institution is fine, but hast needs a little more money," she says. "The reality just takes a

ter State's chief executive officer, says the college should not have to cut academic programs, because it must serve the local community.

Continued From Page A29 cies must demonstrate, and most educators have interpreted the regulations to mean that it would be

More than 65 per cent of the students are from the immediate area, he says, and many of them work or have family responsibilities. "You impossible for an agency to be recjust can't create an institution and ognized without actually operating then expect local students to drive for a vear or two. three hours to another one," Mr. For example, the regulations say that agencies should be recognized

only if they "adhere to" policies He says he does not accept the premise that anything is wrong related to the way they conduct with having seven public colleges and follow up on accreditation reoffer some of the same programs, views of institutions—reviews that even in a state as geographically are generally time consuming. The compact as Massachusetts. regulations also state that the Sec-"There is a myth that the state colretary should recognize agencies leges are inefficient because they whose "policies, evaluation methare offering similar programs," he ods, and decisions are accepted says, but in fact each college is throughout the United States." meeting local needs that would not be met by other institutions.

Faculty members and students

Maryann Power is a professor who might benefit under a more specialized Worcester State because she teaches courses on communications disorders to students of speech and language therapy. But she is unwilling to see liberalarts courses eliminated to provide more money for her department.

'Educating Human Beings'

"You can have a focused mission, but you can't do it too tightly. You are educating human beings, Ms. Power says. "I want my speech pathologists to have a good liberal-arts background. 1 don't want to educate robots."

Students support keeping a range of programs here for various reasons. Local students say they can't go anywhere else. And those who are from outside the immediate area say they want to be able to select from campuses that offer different kinds of academic programs.

Wendy Bromfield is a senior education major from Sharon. She says she has noticed the effects of budget cuts during her time here in canceled courses, larger classes, and shorter library hours.

But she says the state must look to higher taxes, not program cuts, lo improve the quality of higher education. "Part of the college experience itself is going to a place with a variety of majors, going to school with people who have different interests," she says.

Whether state officials like Secrelary Robertson can overcome opposition to specialization remains to be seen. Many legislators in the Worcester area have vowed o oppose program eliminations. and legislators whose districts include other colleges have vowed to do the same for those institutions.

But Governor Weld has strong ar support for his promise to reduce the size of state government and avoid additional taxes.

Ms. Robertson says that the state will use whatever additional money it does find to reward those colleges that do decide to specialize. "This is all going to go hand in hand with financing," she says.

Alexander to Ease the Way for New Accrediting Groups

ciations have operated without recognition to demonstrate that they

> meet the various criteria. Mr. Rogers of the Southern Association said that after reading Mr. Alexander's statement, "1 don't know how familiar the Secretary is with his own regulations."

'Fly-by-Night Agencies'

He added that by making it easier for groups to gain recognition, Mr. Alexander would help "fly-bynight accrediting agencies that confuse the public."

creditation, said Mr. Alexander's recognition quickly.

Typically, new accrediting asso- plan would lead to "accreditation shopping," whereby any college that couldn't meet the standards of an existing body would simply form a new association.

Jeffrey C. Martin, general counsel of the Education Department. said Mr. Alexander's interpretation of the regulations would still involve tough scrutiny of new agencies. Mr. Martin said the difference, however, was that the degroup "should not be set in con-

When new accrediting groups are started with experienced officials and reputable colleges, he the Council on Postsecondary Ac-said, it should be possible to grant

He said the argument about accreditation shopping was "a red herring," adding that new accrediting groups would be monitored once they received recognition. "We're not proposing a blank

check for new agencies," he said. Critics of the major accrediting groups said they welcomed Mr. Alexander's decision. J. Gordon Henry, executive director of the Transnational Association of Christian Schools, said that the process for recognizing a new

Last year, against the recommendation of his advisory committee on accreditation, the Secretary recognized Mr. Henry's association, which accredits colleges that teach biblical inerrancy.

Performance Class By Itself

If you're looking for a way to make the most of your retirement savings and that of your plan participants, consider performance. A lot of providers of 403(b)(7) retirement

plan services claim it. But few can prove it. Fidelity's assets have grown from \$14.9 billion in 1981 to more than \$150 billion* today.

But performance should extend into other areas as well. It's just as important to find a turnkey solution that gets high marks from you and your employees. That's why we place such emphasis on participant recordkeeping and employee communications support, as well as choice and flexibility.

To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



A division of Fidelity Investments Institutional Services Company, Inc.

*As of January 31, 1992. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.



would be impossible for Mrs. Ch.

ney to design a panel specifically to

reject a particular grant. "Thems

chanies of the process make the

virtually impossible, with 800 to

viewers, and with a division getting

hundreds, sometimes thousands d

William H. Sewell, a professor

of history and of political sciences

the University of Chicago, also be

lieves that a grant he submitted was

rejected on ideological grounds A

the time, Mr. Sewell was a profes-

sor at the University of Michigan

and director of a program in Com-

parative Study of Social Transfor-

mations, which looks at the cop-

vergence of current work in cultur-

al anthropology, social history,

Mr. Sewell asked the NEH to sub-

port the program as a researches-

ter in 1987. He requested a grav

for a series of seminars, confe-

ences, and publications on social

transformations. He says that the

grant was rejected, but that hews

urged by program officers to result

mit it to provide more details or

how the center would operate and

In October 1988 Mr. Sewell as

plied again, to the Interpretive Re

search Program at the NEH. In the

program the endowment solids

the advice of eight leading expens

in the fields of study relevant to a

scholars to compare the applica-

tions. All eight outside experts

raved about Mr. Sewell's project.

One wrote: "This is simply the

most exciting project proposal of

given project and then gathers fiv

on what it would produce.

and historical sociology.

applications," he says.

'Most Exciting Proposal'

Chairman of Humanities Endowment Has Politicized Grants Process, Critics Charge

Continued From Page Al tion-review process and familiar with the projects discussed in this story, say that political reasons are commonly used to reject grants. They say that the endowment uses a system whereby at least one person on a peer-review panel is known as a "hostile" critic of nontraditional scholarship who will oppose awards that Mrs. Cheney would not like. They add that this shields the chairman from criticism because "undesirable" grants are

rejected before they reach her. Mrs. Chency, through a spokeswoman, refused to be interviewed for this story, saying that she would answer questions only if they were submitted in writing. She then refused, again through a spokeswoman, to answer questions in writing that focused on her role in the grant-review process and the specific applications dis-

cussed in this story.

'Severe' Competition NEH, however, say Mrs. Cheney's critics are simply disgruntled applicants who are looking for explanations that are more comforting than the real flaws in their applications. Those officials deny that ideology ed States. In 1991, the agency connew application in October 1990

is an important factor in the grantawarding process. Says Jerry L. Martin, the endowment's assistant chairman for programs and policy: "Applicants may not realize that the competition is extremely severe, with four out of five applications being turned down because of limits of funding. Of course most of the ap-

plications turned down have merit. "One could probably make a long list of all the Shakespeare a headline and get us grants that haven't been funded. with good peer-review comments, and conclude that the NEH is not funding Shakespeare."

Some former NEH staff members disagree. One who worked under Mrs. Cheney says: "Projects dealing with Latin America, the Caribbean, some women's studies, and anything appearing as vaguely left wing are seen as suspect. Controversy is a central issue: Will this cause a headline and get us in hot water with our conservative constituency?"

The former staff member says that Mrs. Cheney's approach has protected the endowment from the controversies that have engulfed the National Endowment for the Arts. But the staffer adds that protection has come "at a great sacrifice to academic freedom and freedom of speech."

Some Call Tilt Inevitable

The former staff member, like shop to design a new set of junior- names of some of the scholars men- They have lists that include some complain that the agency names of some of the scholars menmost of the former employees of the NEH who were interviewed for tellectual life. The college wanted this story, demanded anonymity, to invite several scholars to the story, demanded anonymity, to invite several scholars to the Among those Mr. Appleyard want-officers are told to choose panelists tion of the worthiness of the graduation. citing Mrs. Chency's influence in the humanities and her reputation for seeking to punish those who disagree with her publicly.

Some scholars say an ideological tilt is inevitable whenever political appointees supervise the distribution of grants. But many researchers say the power of the endowment makes the ideological issue ships and Seminars suggested that sical Greece to Africa. pressing even so. The NEH, though he redesign the application and re-



Other officials currently at the William H. Sewell of the U. Chleago: His project's focus

on social change gave it "an ineffable odor of leftism." compared with other federal agenthe faculty workshops and samples cies, is the single largest supporter of some of the new courses.

would be "intellectually stimulat-

ing and directly relevant to con-

temporary concerns," would in-

clude "some of the most exciting

and famous scholars working in the

humanities today," and would

"provide an excellent starting

point for designing the new courses

Only one reviewer argued

against the application. That re-

viewer's comments, in Father Ap-

pleyard's opinion, seemed to have

reviewer commented that the out-

side consultants being brought in

were "critics" and "not extend-

'Red Flags' in Application

Father Appleyard says that he

ed to invite to Boston were Ms.

for third-year students."

nanced 1,776 projects. Says Catharine R. Stimpson, dean of the graduate school at Rut- five peer reviewers who judged the gers University in New Brunswick project rated it "excellent" and

and a recent critic of the endow-

of humanities projects in the Unit-

ment's direction: "The NEH is cru-positive review said the workshops "Controversy is a central

Issue-will this cause

in hot water with

our conservative constituency?"

cial for setting directions for humanistic study. The big question is what doesn't the NEH fund, and what will have to struggle harder if the NEH is not there. A whole area ers" of the tradition. He added: "It of scholarship could go hungry."

Four of the scholars who say their experiences indicate problems with the endowment are the but more recently. But does it the University of Chicago, Jerome Books courses and then to trash B. Karabel of the University of the whole enterprise?" California at Berkeley, and Mary Hawkesworth of the University of

Pather Appleyard, director of

members designing the seminars. Stimpson of Rutgers, who is active The program would follow up on in women's studies and an advo-

freshmen and sophomores.



Michael Sexson of Montana State U.: The projects

Father Appleyard submitted a

sidered 8,132 applications and fi- with the requested revisions. He can influence 20 faculty members was surprised when it was again in some radically different way," he says. "We aimed to have interrejected, even though four of the esting people come in for an open discussion. recommended supporting it. One

A former NEH staff member con-

"The NEH may get as many zany proposals as the

its kind that I have seen in many NEA, but Cheney and her staff and council cull

them more intelligently and more bravely."

an ideological thrust to them. The Chency will reject a project if an "undesirable, leftist scholar" is included in it, even in a peripheral way. "Even a name connected to a project can kill it," the former ing to cash in on an establish makes sense, as the rationale sug-staffer says. "I remember one case trend and a proven name." gests, to ask how the tradition has where the bibliography of a project been modified not only in the past, killed it. The project included a 'leRist' in its bibliography, whom the grant, the negative reviews Rev. Joseph A. Appleyard of Bos- make equal sense to require stu- Mrs. Cheney objected to. It's as if ton College, William H. Sewell of dents to take two years of Great they are still looking for Communists under the bed.

Former staff members also say that Mrs. Cheney's office is playing a greater role in picking peerreview panelists than in the past. believes the critical comments

Says one former staffer: "They are nal evaluation—before he had imthe Honors Program at Boston Col-lege applied for a great for a g lege, applied for a grant for a work- tion of his project. He adds that the who they can have on their panels. year seminars on 20th-century intellectual life. The college wanted treatment of the seminars mentioned in his application acted as reputable scholars and some with a comments by a peer reviews reputable scholars and some with a comments by a peer reviews "red flags" to officials at the NEH.

Among those Mr. Among th from this list."

A scholar who has served frequently as a reviewer says: "The grant that she was looking for any "great books" requirement for cate of liberal academic causes, last several times I've been on a grounds to reject it. and Martin Bernal, professor of panel, they included this avowed Father Appleyard applied for the government and Near Eastern right winger, and he walked into grant in April 1990 but was turned studies at Cornell University and the room like he was a member of down. Program officers in the enthe author of Black Athena, a book downent's Division of Fellow- that links the achievement and book the NEH staff. He reliably represent the new staff. dowment's Division of Fellow- that links the achievements of classents the radical right in judging projects. And if he puts down 'very Father Appleyard says he is an poor, that's the end of it."

its \$176-million budget is small submit it with more information on gry that the college lost the grant Mr. Martin of the NEH denies

financed by the NEH "are extremely tried and true." because it wanted to bring in some "controversial" scholars to meet with faculty members, "It's absurd to think that one voice or opinion

firms that the agency under Mrs.

years. I could not recommend it more highly." However, Mr. Sewell says the

comments he obtained from theer dowment suggest that the NEH IP lied on the sentiments of a single reviewer from the group of five panelists to reject the application The reviewer questioned the novelty of the research and wrote "This looks like a boondoggle it?

Then, after meeting with the other panel members to discuss changed his rating for the project from "some merit" to "very

In explaining why the grant has been rejected, a letter from a program officer included objection stated in that peer reviewer's ong

Mr. Sewell wrote to the NEH 10 Mr. Sewell believes that Mrs. Che

Mr. Sewell says his project was rejected because it focused of movements of social change, in sues, which gave it "an ineffable

odor of leftism." Former NEH staffers familia with Mr. Sewell's proposal say

there was "inappropriate meddling" in the process by Mrs. Che-

ney's office. "There's no doubt that ideology played some sort of role" in the rejection of Mr. Sewell's grant, says one former official. "Applications with lower ratings submitted to the same division were funded, while his was not."

A similar outcome occurred when Jerome B. Karabel, an associate professor of sociology at the University of California at Berkeley, applied for NEH funds in 1989. He sought money to study the politics of intellectuals in capitalist and socialist societies, and to examine the reasons for their political com-

Unanimous Praise Mr. Karabel, like Mr. Sewell, won unanimous praise from eight outside reviewers. Four of the five peer panelists rated the project "excellent" before the panel discussion. But the fifth panelist objected to the project, arguing in a two-and-a-half page document that

the application should be denied. The reviewer criticized the proposal because one of the groups that Mr. Karabel wanted to study-as evidence of "the internationalization of the intelligentsia"-was the International Physicians for the Prevention of Nuclear War. The reviewer criticized Mr. Karabel for being "unfazed" by the involvement in the group of

After expressing his objections during the panel discussion, the reviewer persuaded three of the other panelists to lower their final rating for the grant from "excellent" to "very good."

"high-ranking officials of the Sovi-

The reviewer was Jeffrey C. Herf, a scholar who had only months before been rejected for a position at the University of California at Berkeley by Mr. Karabel himself. "It was a hatchet job," says a former staff member who believes that Mr. Herf was retaliating against Mr. Karabel. When Mr. Karabel learned of

Mr. Herf's role, he charged that the NEH had used criticism from a judge with a possible conflict of interest to reject his proposal. But Richard Ekman, the director

of the Division of Research Programs at the time, responded in a letter that the NEH's conflict-of-interest rules applied only when a peer reviewer, or his or her family, would derive financial benefit from the awarding of the grant. "This policy does not consider personal animosities or conflicts based on differences of professional opinion," Mr. Ekman wrote

'Seriously Flawed'

Mr. Herf is now a research fellow at the German Historical Instilute in Washington. He denies that anything but scholarly judgment was behind his negative review of Mr. Karabel's grant application. "it was an interesting application. but seriously flawed," he says.

Mary Hawkesworth, a professor of political science at the University of Louisville, also suspects that deology played a role in the rejection of her application for support for a seminar for high-school teachers on "new materials, new analytc strategies, and new research

questions raised by the study of says that applicants are told:

rating of "excellent" and two giv- nism."

ing it "very good." The fifth, who said the project had "some merit." wrote: "The applicants propose not a study of women in history any program officers are giving nature of things, but ones that are Street Journal, Irving Kristol, a and literature, but an indoctrina- that advice, it is bad advice." tion into feminist dogma.' 'The Buchanan Right' Ms. Hawkesworth says she was

told by a program officer not to include phrases in her application ney will lead is unclear. Some "like 'feminist critique of the dominant tradition in literature,' be- multicultural studies say they are NEH budget, says: "The agenda of cause any application with such no longer applying to the endowphrases would not be acceptable."

that program officers often advise on the endowment's peer-review applicants to avoid certain "buzz panels.

proposal, with two awarding it a deconstruction or about femi-

Mr. Martin of the NEH says: "I

scholars in women's studies and ment for support. And some say A former staff member confirms they no longer want to participate on it by the Buchanan right."

'Don't talk about social history. Says Michael Sexson, a professor the National Endowment for the Four panelists supported the say plain history. Don't talk about of English at Montana State Uni- Arts as well as the NEH, say that versity and himself a rejected ap- she has insured the quality of enplicant: "The projects being funded at the NEH are not ones that are think we have funded things with on the edge, that are helping to the word 'feminist' in the title. If make appropriate inquiries into the

> extremely tried and true." Some lawmakers are concerned. Rep. Chester G. Atkins, a Demo-Where the criticism of Mrs. Che-crat from Massachusetts and a member of the House subcommittee that has jurisdiction over the sophical pressures that are exerted

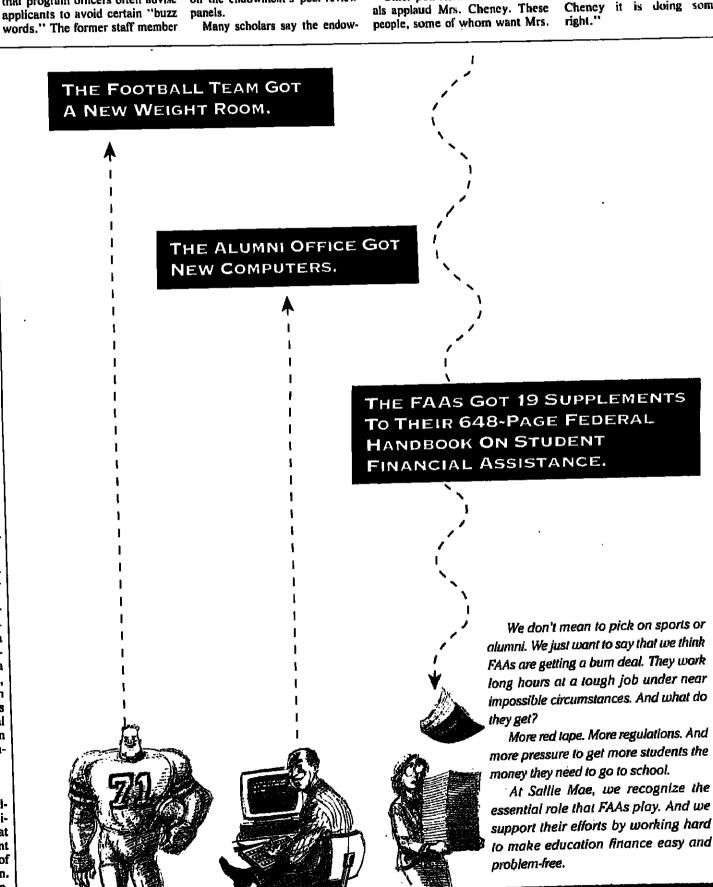
Other politicians and intellectu-

ment's reputation is suffering. Cheney to be given control over dowment programs-in part because she is willing to reject grants for work they believe is overrated.

SallieMae

1-800-FAA-SEMA

In a recent column in The Wall fellow at the American Enterprise Institute, wrote: "The NEII may get as many zany proposals as the NEA, but Lynne Cheney, its chairman, along with her staff and her Advisory Council, cull them more intelligently and more bravely. As the NEH is colored by the philo- a result, NEH has for the most part avoided the bitter public and political controversy that swirls around the NEA. Obviously under Ms. Chency it is doing something





Some Say Reauthorization Bill's Promise of Radical Change Has Faded

Continued From Page A29 bill. The officials are particularly troubled that the 1990 agreement forced both houses to drop "entitlement" provisions from their bills that would have guaranteed Pell Grants for all students who qualified.

Without that guarantee, they fear, Congress will finance the largest grant at, or near, the current level of \$2,400 a year, rather than the \$3,600 recommended in the Senate bill or the \$4,500 in the House bill. College officials and student leaders say the higher levcls are necessary because grant levels failed to keep up with inflation in the 1980's.

'Incremental Change'

College leaders also are concerned that programs created in the reauthorization will receive little, if any, money. The new programs include efforts to encourage schoolchildren to attend college, to reward needy students who excel. and to improve teacher education.

"We're getting incremental change instead of quantum leaps," says Lcland W. Myers, director of federal relations for the California Community Colleges.

Another lobbyist, who requested anonymity, is more blunt. "We still have to put on a good face as we go to conference," the lobbyist says. "But when it comes right down to it, we haven't got a whole

T Lawmakers who pushed for a Pell Grant entitlement and to replace federally guaranteed loans with direct loans to students also are disappointed with what they've come up with. Rep. William D. Ford, Democrat of Michigan and chairman of the House Education and Labor Committee, described the House bill as "a step



Arthur M. Hauptmen, a consultant on student-aid issues: "I think it's going to be a fairly lackluster reauthorization. The forces of the status quo seemingly have won again."

forward" rather than "a giant leap forward.'

Thomas R. Wolanin, Mr. Ford's top higher-education aide, concedes that Congress has lost its chance for a historic reauthorization. "I think it's going to be somewhere between a reaffirmation of the status quo and a major new landmark in federal policy," he says. "I'm not sure what the right term is to characterize that middle ground.

Lawmakers and college officials had high hopes for major changes two years ago because they expected that the public's concerns about rising college costs and the Bush

COPELAND GRIGGS PRODUCTIONS

VIDEOS

Administration's professed sup- were not alone in lobbying against because lawmakers were afraid that the Reagan Administration would use the process as an opportunity to shrink or dismantle student-aid programs.

Those who expected large-scale reform this year also believed that student-aid programs had created a demand for reform. They cited investigations of trade schools with high default rates and the well-publicized 1990 collapse of the Higher Education Assistance Foundation, one of the nation's guarantors of student loans.

Some critics of what Congress has done thus far contend that even the idens that were derailed by budgetary concerns were not bold. They argue that Congress's review of the Higher Education Act was

"I think it's going to be a fairly lackluster reauthorization," says Arthur M. Hauptman, a Washington consultant on student-aid issues. "The forces of the status quo seemingly have won again,"

Good Ideas Scaled Back

Mr. Hauptman says the boldest teed loans with direct ous, he says. federal loans. But he contends that banks and guarantee according to the contends that banks are contends to the contend

Opponents of direct loans are quick to point out, however, that look at the impact of loading stu-

port for education would create an the idea. Many student-aid offienvironment for reform. They said cers, fearful of additional administhe previous reauthorization in trative burdens and lecry of the Ed-1986 had produced only tinkering ucation Department's ability to run a centralized loan system, opposed

Mr. Hauptman argues that all the attention to direct loans kept Congress from reviewing the structure of the guaranteed-loan programs. He says the current system of havnews reports about problems in ing banks make hums that are backed by guarantee agencies and

> "It just seems that this process is in microcosm

what's wrong with the

American government. The money interests can still dominate."

the federal government is too expensive and should be changed.

Mr. Hauptman says, for example, that Congress should have required the government to auction off some student loans to determine the profit level at which they are attractive to banks. The current system-under which the government promises to pay banks interidea to make any headway was the Louis Education and the Education House Education and Labor Committee's controversial affect of three-month Treasury bills—is argrams. He says he also agrees and three-month Treasury bills—is armittee's controversial effort to re-

banks and guarantee agencies used their political influence to act the California Community Coltheir political influence to get the idea scaled back It was included in the California Community Colleges, say they regret that law makers will set higher grant become idea scaled back. It was included in the House legislation as a collection makers will end up doing little to and hope the money becomes the House legislation as a pilot correct the imbalance between available. project for several hundred camnuses, but was not in the Cornect the imbalance between loans and grants that developed in Other analysts and college of the cornect the imbalance between available.

Other analysts and college of the cornect the imbalance between loans and grants that developed in puses, but was not in the Senate loans and grants that developed in bill at all.

Other analysts and other developed in cials say they have mixed feeling cials say the cials say they have mixed feeling cials say the cials say the cials say the "It just seems that this process is loans. The Pell Grant entitlement grants lagged behind support for about the reauthorization. in microcosm what's wrong with the American government." It's would have helped provide more wery much what I thought would have helped provide more the American government," Mr. Hauptman savs. "The money in Hauptman says. "The money interests can still dominate" grant aid, but when it died, law-makers had nothing else to offer, thought should emerge, says p. he says,

"Nobody really took a critical and the chancellor of block at the the banks and guarantee agencies look at the impact of loading stu-dents down with debt before they has argued since the start of real-

got out of school," Mr. No. thorization that the system of says. "I had hoped we'd by the plants, loans, and work-study has back to our senses with repeal helping our volume reset to the plants, loans, and work-study has been belowed to have "I would have loved to have

helping our young people."

Michael S. McPherson, a r. sten the entitlement," Mr. Johnsten the entitlement, "That's the one change dent-aid analyst and professor, stone says. "That's the one change stone says. "That's the one change economics at Williams College that could have been called radisarys lawmakers also failed by cal." But he applauds lawmakers but e who there are a limit but the same also be called by cal." bute whether aid could be don't for tightening eligibility requireed more efficiently by develope ments for institutions receiving aid separate rules or programs! and for proposing a direct-loan pitrade schools. Many colleged lot project that could be "a truly significant experiment." cials called for such action at start of the reauthorization prox. Veto Threat From Bush because they were concerned Even the pilot project could be

some resistance from Democratic

now concerned that the formulas

will not provide any special benefit

to private-college students if Con-

gress keeps grant levels at \$2,400

David A. Longanecker, a stu-

dent-aid analyst who is executive

director of the Colorado Commis-

sion on Higher Education, says he

sees "some pretty nifty compo-

nents to the bills that are coming

through reauthorization that are

He, like Mr. Johnstone, ap-

plauds efforts to combat abuse by

lightening eligibility requirements

for institutions receiving aid, and

he supports the direct-loan pilot

project. He also praises the "carly

intervention" programs in both

bills that offer incentives to states

to develop programs that encour-

age schoolchildren to go to college.

as a catalyst for change," he says.

'Gigantic Strides'

'I think this could be a big success

John A. Curry, president of

Northeastern University, credits

tey lawmakers for making more

ald available to more middle-in-

come students who are now ex-

cluded from aid programs. He says

Representative Ford and Sen. Ed-

ward M. Kennedy, the Massachu-

ents are having paying for college.

ms they could pursue.

more than just tinkering."

high student-loan default mini scaled back because of a threatmany trade schools were with ened veto from President Bush and mining political support for the

and Republican Senators. Julianne Still Thrift, president of **Equal Treatment** Salem College in North Carolina, That discussion was soul supported new Pell Grant formulas by Representative Ford and ke that were included in both reautho-Claiborne Pell, the Rhode Ma rization bills because they prom-Democrat who heads the &ral ised larger grants to private-college education subcommittee. They students by tying the size of the gued that all sectors of postson grant to their tuition. But she is ary education should be treated.

lonn programs.

Mr. McPherson says he is a sure separate rules would beard idea, but he adds: "It seems ought to be something to be & bated and thought through."

Chester E. Finn, Jr., profes of public policy and educations Vanderbilt University, critical Congress for failing to encour high-school students to work has er by limiting college aid to be; who get good grades. "We'mgq to miss another chance to use higher-education system to kee age change in American dis tion," he says.

Mr. Finn says that Congress continuing to hand out federal without asking anything from # dents in return. "Congress b thumbed their noses at that whi way of thinking," he says, day ing that lawmakers have been willing to change their approach the programs since they create them. "Their minds are still

Congressional aides defend b review of the aid programs. Wolanin, who worked on t House bill, says that Congress bated standards for aid recipies and rejected them because b mukers wanted to provide to tional opportunities for everyou He plays down Mr. Ford's opp tion to separate aid rules for its schools and says that college of cials could have pushed for such approach if they wanted to.

strides with the Higher Education Mr. Wolanin says he agrees # Act," Mr. Curry says. Mr. Hauptman that the focus of direct loans may have kept is makers from examining the str grams that Congress did not con-Mr. Myers that losing the Grant entitlement will hurt el

"What has emerged is not only Bruce Johnstone, a student aid it

President Proposes a New Education and Job-Training Loan Program

President Bush proposed a new the two." program last week that would enable Americans to borrow as much as \$25,000 for higher education or job training.

In a speech at an Allentown, Pa., high school, the President said all Americans would be eligible for the loans, which would be made by the Student Loan Marketing Association. The federally chartered association, known as Sallie Mac. is a \$45-billion company that purchases federally guaranteed stu- college less than half time. That dent loans so that banks will have cash to make new loans.

The proposed Sallie Mae loans would complement the existing Stafford Student Loan, Supplemental Loans for Students, and Parent Loans for Undergraduate attractive to borrowers because Students programs. Borrowers they could repay them on an inwould decide whether they pre- come-contingent basis. Propoferred the existing programs or the nents of that idea contend that ty-

The President's speech provided the first details of the loan proposal, which he originally referred to in January as "Lifetime Education and Training Accounts." But the speech left college officials and stu-

"There is a political

shop and there is

a policy shop and

there isn't any

connection between

the two."

dent-aid analysts with many questions, such as what the interest rate would be.

Administration officials said the questions would not be answered until the White House sends legislation to Congress next week.

The proposal is likely to be viewed as late by members of Congress, who are preparing to finish more than a year of work on legislation to reauthorize the Higher Education Act. Members of the House of Representatives and Sensetts Democrat who heads the Sen- ate are to meet soon in a conferate Labor and Human Resources ence committee to meld two bills Committee, demonstrated that that enjoyed strong support in their they understood the problems par-respective chambers.

Democrats last week dismissed "I think they've made gigantic Mr. Bush's proposal as electionyear politics. They noted that the President's visit to Pennsylvania Some people who proposed came 12 days before that state's changes in higher-education pro-

Arkansas Gov. Bill Clinton, the sider say they understand that law- leading candidate for the Demomakers had to limit the number of cratic nomination, accused Presi-Mr. Longanecker, for example, loans for all Americans after Read proposed creating a trust fund, publican Administrations had consimilar to the one for Social Securi- ducted an "all-out assault" for 11 ly, that adults could use to pay for years on aid for middle-income higher education or job training, families. "They say I'm slick?" But he says that the reauthoriza- Mr. Clinton joked.

tion process was not the right venue for such a far-reaching idea.

Let us for such a far-reaching idea. Debate on the plan, he says, by the Bush Administration this would have required an unusual year in his attempt to win approval level of cooperation between Congress's tax committees and the said political advisers must have panels responsible for education changed the President's mind.

Rograms. "Everyone says: "I shows the disjointed nature don't want to step on their turf," of the Bush Administration," Mr. Mr. Longanecker laments. of the Bush Administration of the Bush Administrat

By THOMAS J. DeLOUGHRY shop and there is a policy shop and ing the size of repayments to in-

ministration's plan to achieve the goal of promoting "lifelong learning." That is one of the six education goals for 2000 that Mr. Bush agreed on with the nation's gover-

The President coupled the loan plan with an appeal to Congress to provide Pell Grants and student loans to needy students who attend measure was originally included in the 1993 budget request that the White House made in January.

A White House statement that accompanied last week's speech said the Sallie Mae loans would be

there isn't any connection between come will decrease defaults be- could provide no details about the The White House portrayed the affordable for those in low-paying loan proposal as a part of the Ad- jobs than under the current system, which ties the size of repayment to

the amount borrowed. The House reauthorization legislation would direct banks and other holders of Stafford loans to make income-contingent repayments an option for borrowers.

'A Complex Approach'

The Administration said last week that the income-contingent approach should be part of a separate program. "This is a complex new approach that needs careful management and testing in a controlled environment," the White House statement said. "Sallie Mae's efficiency and management skills are well known. It is uniquely equipped to implement this authority and test its utility."

cause the payments will be more proposal. "We had no prior discussion with the Administration on this," the spokesman said.

The proposal would allow borrowers to use the loans at "community-based organizations, publie or private agencies, and private employers," as well as at the 12,500 colleges and trade schools that participate in the current student-loan programs. Education Secretary Lamar Alexander told reporters in Pennsylvania last week that Sallie Mac would administer the loans at no cost to the gov-

Mr. Alexander's statement left some student-aid analysts speculating that the loans could be expensive to students. They suggested that Sallie Mae could adjust the interest rate or institute an insur-, ance fee to cover its costs of administering the loans.



So, keep your money in the bank and enhance your benefits package. Call Acordia Collegiate Benefits today!

leg work, from employee

education through work-

ing with payroll on

Acordia can save your

employees up to 60% in

to other insurers. Now

you can retain valuable

they choose-many

health status.

employees with benefits

which are guaranteed no

matter the employees'

premium costs compared

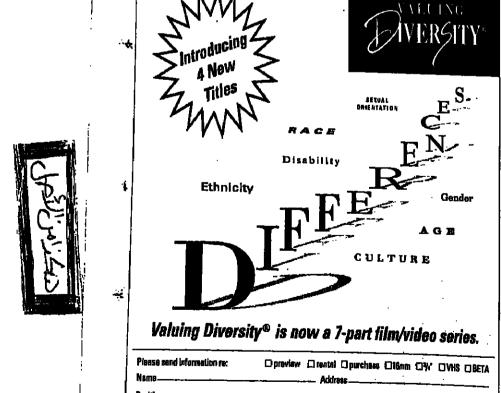
implementation.

Cordia. Collegiate Benefits

1-800-752-4232

interest Sensitive Whole Life -0-Term Life -0-Long Term Care Short Term Disabili -0-Long Term Disability Hospital Indemnity Plan **Accident Protection** -0--0-Sickness Protection -0-AD&D -0-Dental -0-Vision Tax Sheltered Annuities -0-

Your employees can choose from these exciting benefits.



COPELAND GRIGGS PRODUCTIONS 302 - 23rd Avenue, San Francisco, CA 941 21 415-888-4200 Fax: 415-888-9004

donor. Southorn Methodist University, for paradiante programs in the departure of history: \$3.-million from Mrs. Et manual J. Kahn, Mr. and Mrs. Steps. Kulan, Mrs. Pinana McDannard.

Kulm, Mrs. Eugene McDemon, de estate of Summerfield Roberts, 1

an anonymous donor.

Swoot Briar College. For a prokymatic in English: \$1-million from \$2n\$

Shallenberger Brown and her family

University of Alabama. For the xkal

of law: \$1-million from Mr. and Mr.

Richard Bounds.

For the Museum of Natural Hator \$500,000 from Mr. and Mrs. Educat

T. Douglass, Jr.

For the Science Alabama proma

—For the Science Alabama proma-which is working to improve scient education in the state: \$500,000 fea Russell Corporation.
—For the law school: \$500,000 fea Mr. and Mrs. Charles E. Tweedy, Ir University of Kansas. For scholarida, \$500,000 from Bill and Susan Bunga. —For medical scholarships: \$170,000 from the estate of William O. Gamet —For scholarships in engineering. \$250,000 from Nancy Lindsey Heb-studier.

stadter. -For athletics scholarships: \$1,1-m2

lion from the estates of Clara Hod Nielsen und Harry M. Nielsen. University of Miami. For the library of the college of arts and sciences is million from Charles E. Cobb and is

iniversity of Missouri at Rolls, Fu

scholarships in engineering: \$2-mi lion from the estate of Roy N

niversity of Portland. For support of

programs: computer equipment of und at \$1.3-million from Sequen

Computer Systems Inc. Iniversity of Texas System. For up-port of programs: \$13-million from

of Foy D. and Phyllis Pean Kobler

thought: \$450,000 from Ann a Thomas Murray.

Yalo University. To make Sprague Me morial Hall accessible by wheelchar \$650,000 challenge gift from an anco

U. of Bridgeport _Accepts Proposal of Church Group

By COURTNEY LEATHERMAN In a last-ditch effort to save their

beleaguered institution, trustees of the University of Bridgeport and procedures and control of the agreed last week to become affiliated with a group sponsored by the be arranged by the funding part-Rev. Sun Myung Moon's Unifica-

As part of the controversial arrangement, the group—the Professors World Peace Academy-has agreed to pay the university \$20million this year and at least \$30million over the next five years. Other aspects of the arrangement were still being negotiated last weck.

Colin Gunn, chairman of the university's Board of Trustees, called the agreement "a last resort." Nonetheless, Mr. Gunn said, "I believe the association with the PWPA will make this a stronger university than it ever was before."

Not a Base for 'Propaganda'

Bridgeport is expected to become the flagship university of an international network of campuses planned by the Unification Church. Gordon Anderson, secretary general of the Professors World Peace Academy, could not be reached for comment.

Mr. Gunn said he believed the group was interested in establishing a credible university and was not aiming to use the institution as "propaganda" for the Unification Church. Others disagreed, saying that the plan threatened academic freedom and the university's au-

"My problem is that the source of funding is wholly in the hands of the Unification Church," said Joseph E. Nechasek, dean of the college of professional studies. "It is inconceivable to me that policies administration and faculty will not

An Array of Problems

The university is at least \$22-million in debt, its enrollment has dwindled, 31 academic programs have been suspended, some faculty-union members have continued a 19-month strike, and it has been put on probation by its regional accrediting agency. In fact, the trustecs had carlier notified the New England Association of Schools and Colleges that Bridgeport would cease instruction on August 15. The agency still plans to drop the university's accreditation at that time unless Bridgeport appeals its decision

Professors World Peace Academy, the current trustees will remain on the board, but additional appointments will be made by the group, Mr. Gunn said. He said control of the board had not been worked out. The university will remain nonsectarian and will retain its name and current administration, he said. The university will also renew the academic programs that it had suspended and will continue its athletics programs.

The Vanguard Group of Investment

million individual and institutional investors, with more than

combination of features, benefits, and services expected of a

Vanguard retirement plan investors enjoy a unique

leader in the mutual fund industry: The Vanguard

1. Diversity. Vanguard Funds pursue a diverse range of

of investment portfolios suited to your personal set

investment objectives allowing you to choose a combination

2. Flexibility. Investment selections can be easily changed

3. The No-Load, Low-Cost Advantage. Vanguard is the low-

cost provider of services in the mutual fund industry. Our low

expense ratio is less than one-third of the industry average as

reported by Lipper Analytical Services. Why are low costs so

Advantage. This combination includes:

with a simple toll-free phone call.

\$55 billion in total assets.

mutual fund complex, serving more than two

Companies is the nation's largest pure no-load

Under the agreement with the

PRIVATE SUPPORT FOR HIGHER EDUCATION

LYNDE AND HARRY BRADLEY FOUNDATION 777 East Wisconsin Avenue Milwaukee 53202 Faculty. For professorships in the hor

W. M. KECK FOUNDATION

Los Angeles 90071 Archaeology. For a professorship in the department of archaeology and the Center for Remote Sensing: \$200,000 building: \$250,000 to U. of Portland. Medicine. For a Center for the Study of

-For the Center for Magnetic Reso-nance Research: \$875,000 to U. of

W. K. KELLOGG FOUNDATION 400 North Avenue Battle Creek, Mich. 49017-3398

ugentina. For leadership programs in rural areas: \$673.604 to National U. of Tucumán (Argentina). (This brings the total of Kellogg assistance for this project to \$1.4-million.) Economy. To develop skills among young people and create Jobs in the region: \$2-million to Northern Michi-

Health care. To disseminate internationally the results of Kellogg-assisted distance-learning and nursing-edu

ed distance-learning and nursing-edu-cation projects: \$276,657 to Califor-nia State U. at Long Bench. (This brings the total of Kellogg assistance for this project to \$611,857.) —For seminars for health-care profes-sionals in community-based health services: \$191,030 to U. of Natal (South Africa). (This brings the total of Kellogg assistance for this period.

\$2-million to Wright State U. Leadership. For leadership-education programs: \$699,500 to Hartwick Col-lege and \$926,000 to Monmouth Collose (N.J.).
Rural areas. To develop cottage-indu

try skills among rural families: \$100,000 to East Texas State U.

FIVE WAYS TO IMPROVE

YOUR RETIREMENT PLAN

Volunteers. To support Michigan Cam-pus Compact, which involves stu-dents in volunteer and philanthropic activities: \$400,000 to Michigan State U. (This brings the total of Kellogg assistance for this project to \$844.034.1

LUCIUS N. LITTAUER FOUNDATION 60 East 42nd Street

lew York 10165 **Ibraries.** To establish the Littauer Hebraica Technical and Research Services Librarianship: \$1.5-million to

Boaver College. For the capital com-paign: \$1-million from Harry G. and Cutherine M. Kuch. Iridgewater College. For student-aid programs: \$1.1-million from the es-tate of Randall G. Spoerlein.

Catawba College. For support of pro-grams: \$3.5-million from Theodorc sorships: \$500,000 from Cyprus Min-erals Company and \$500,000 from the estates of Domingo and Hlanche Mo-

owa State University. For the library \$250,000 from Grover and Gladys Hertzberg and \$750,000 from the es-

luhienberg College, For scholarships:

in the food-service and dining areas: \$350,000 from Marriott Corporation. North Central College. For a professor-ship in the humanities: \$1-million from John D. Bransen.

Ohlo Northern University. For music schohrships: \$2-million from the estates of Lowell F. and Dorothy A. Snyder. Pennsylvania State University. For the capital campaign: \$1-million from John E. Morgan.

-For a professorship in spawn science: \$295,000 from John H. Swayne, Jr.

important? Because, when other factors are held equal, the

4. Performance. Our goal is to provide long-term returns

that exceed, with reasonable consistency, the average

5. High-Quality Service. We provide personal, toll-free

reports and explanatory literature designed to educate

telephone service, as well as comprehensive shareholder

For more information on Vanguard Funds and Retirement

We urge you to read a Fund's prospectus carefully before

you invest or send money. It contains more complete

information on advisory fees, distribution charges and

Plan Programs call us toll-free: 1-800-662-7447.

returns achieved by other investment portfolios with

lowest cost funds provide the highest returns.

comparable policies and risk parameters.

rather than to sell.

other expenses.

Olivet College students who fear for their safety because of a series of racial incidents are being allowed to complete their courses through the mail.

A majority of the 57 black students at the college left the institution this month in the wake of a brawl that involved a total of 70 black and white students. After the brawl, fires were set on two ends of a dormitory where several black male

Donald A. Morris, Olivet's president, urged students to return to the campus and noted that the college had instituted 24-hour security patrols and an escort

Mr. Morris said: "In spite of these measures, we genuinely understand there are still some students who have chosen not to return to campus to complete the

Mr. Morris gave students one week to write to each of their instructors to request a list of options for completing their courses. The faculty member, in turn, has 24 hours to respond to the request. The student must select an option and notify the faculty member in writing within 48 hours.

Students at Monmouth College in New Jersey have an unusual complaint: They want more essays and problem-solving uestions on their college tests. Says Natasha Maximoff president of Monmouth's Student Government Association: "Our main concern was that some volessors offered exclusively ultiple-choice tests. A lot of students seem to feel that multiplechoice tests are casier.'' The student government passed a resolution recommending that

professors stop using multiplechoice questions exclusively. Two-thirds of the Faculty council voted to adopt the nonbinding resolution last month. Robert Rouse, chairman of the Faculty Council, said many faculty members were pleased that students wanted to be challenged

Dartmouth College's Eleanor Louise Frost award for the best riginal play written by an duate at the college is more than an opportunity to win

Paul Gaffney, director of theater al the college, said it gave st unique introduction to New York theater. James Nicola, artistic director for the New York Theatre Workshop, is among this year's ludges. He will be in the audience when the three plays that made it to the finals are presented on stage April 30 to May 2.

"It's an opportunity to be noticed out of the masses," Mr. Gaffney sald. "Theaters like the New York Theatre Workshop are inundated with scripts. It is difficult to be noticed when you are one more unsolicited script."

Students

Reports of Spending Abuses Prompt Reviews of Student-Government Policies

Some people say colleges need to exert more control over use of activity fees

By MICHELE N-K COLLISON

Reports that student political leaders have spent student-activity fees for perks ranging from limousine rentals to trips to Africa have increased scrutiny of studentgovernment associations.

Most student governments are managed without the slightest hint of impropriety, college administrators say. But the scandals come at a time when the public is angered by revelations about the perquisites that Congress and other public figures have enjoyed and when many college students are hard pressed to pay rising tuition

"The national mood is that public servants must be perfect," says Gary Pavela, director of judicial programs at the University of Maryland, "We're going to be expected to supervise students more than we have. If university funds are involved, legally and ethically, we can't simply turn it over without adequate supervision and monitoring."

Typically, student-government budgets are generated by student-activity fees that are levied by institutions. The fees, which vary from campus to campus, provide some student-government officers with large budgets. Student fees generate \$4million at the University of Florida, for instance. The student governments, in turn, provide financing for a variety of student organizations and activities.

State Audit in Iowa

Many of the student governments hire business managers, and institutions regularly audit the groups' financial records. But many students and college administrators question whether sufficient safeguards are in place to prevent abuses in the wake of scandals about the misuse of funds. Among recent examples:

■ A state audit last year found that University of Iowa senate members who attended a 1989 student conference in Florida spent \$1,263 on taxis and rental cars, even though they stayed in the same hotel as the conference. The students also spent \$635 on meals, even though meals were included in the pre-paid conference fee.

After allegations by students that student-government officers traded committee positions for votes, bribed potential opponents, and received stipends for meetings they did not attend, Florida tional University administrators disbanded the student government in 1991.

■ The comptroller of the Student Government Association at Sage Junior College of Albany allegedly embezzied nearly half of a \$20,000 account earmarked for student activities last year. The student was charged with embezzling \$9,500 in student-activity fees. The comptroller has pleaded not guilty and is awaiting trial.

Members of the City University of New York Student Senate provided what is perhaps the most sensational example of extravagant spending. In 1991 Jean LaMarre, chairman of the senate, and other officers of the system-wide governing body spent



Richard J. Correnti of Florida International U.: "You can't pay people when they are not performing a job or use student-government money to rent limousines."

the organization's entire annual budget of \$345,000 in just six months.

Mr. LaMarre and other senators spent more than \$85,000 in expenses that were improper or undocumented, including \$23,400 on car rentals, cellular phones, and beepers. The senators also approved a conference in the Ivory Coast. Each of the expenses had been approved by university

"We're going to be expected to supervise students more than we have. If university funds are involved, legally and ethically, we can't simply turn it over without adequate supervision.

administrators after the fact. Mr. LaMarre also hired his twin sister as his executive assistant at an annual salary of \$26,000.

Activity Fee Suspended

Despite the public outcry about the expenditures. Mr. LaMarre was re-elected to his post in October. He would not return phone calls from The Chronicle. In a New York Times article, however, Mr. LaMarre said: "There is nothing that we spent, nothing that we purchased that was not legitimate and that was not approved by the university."

Mr. LaMarre would not comment on the university's plan to rein in the free-spending ways of the senators.

Starting this fall, the university has suspended the 85-cent activity fee per semester that each of the 200,000 students attending the university previously had been Continued on Following Page



Colleges Review Policies on Student-Activity Fees

Continued From Preceding Page accounting changes were neces- בעאץ's Hunter College, "There's charged. In addition, university administrators now must approve all are upset over the more stringent associations misappropriated any items before the Student Senate

CUNY student officers were able to take advantage of lenient financial guidelines that were estab-"lished in the 1960's, said Tilden J. LeMelle, who was vice-chancellor of student affairs at CUNY until last

Mr. LeMelle, who is now president of the University of the District of Columbia, says he recommended to Chancettor W. Ann Reynolds before he left the university that the guidelines be strength-

"The guidelines were so loose you could drive a Mack truck through them," Mr. LeMelle says. :. "Allowing students to run their own affairs is a good idea. But controls need to be there so there are limits beyond which students can't

COMMUNITY

COLLEGES

CHANGING

Educating & Retraining

America's Workforce

MAY 25, 1992

Community College Week

10520 Warwick Avenue

Fairfax, VA 22030-3108

Program Features:

Offered by a regionally accredited institution
Leader in field-based doctoral education
1700 graduates in leadership positions

+ NOVAUNIVERSITY

Theory integrated with practice 14 convenient U.S. locations Monthly weekend classes or

intensive summer sessions Week-long summer institutes

Week-long summer instit Nationally known faculty

International network of professionals

Pinancial aid options

1-800-541-NOVA, Ext. 7380

strictions imposed on the systemwide university senate, student- over the way the money is spent." government associations on indi-

"They are using what happened at the senate

as a vehicle to take control of the student-

government fee away

from students."

vidual cuny campuses will be sub-

ject to more supervision. "They are using what happened at the senate as a vehicle to take control of the student-government fee away from students," says Kim Ray, president of the Day Stu-Although CUNY officials say the dent Government Association at

For the first time ever, the role of

community colleges in retraining the national workforce will be examined.

Community Colleges in a Changing Economy will explore how the nation's

community colleges are being challenged

now more than ever to play a role in

retraining our workforce in response

to a recessionary economy and the

challenge posed by international

competition. This special report

will provide analyses from faculty.

administrators, business, economists and politicians of the impact community colleges are having in retraining skilled

We invite you to be a part of the premier

■ Who will train the new workforce?

Who will train the dislocated workers

■ The effects of foreign competition

it mean for vo-techs.

on U.S. manufacturing and what will

Are the changes in America's work-

forcedue to the recession or is America at the threshold of permanent change

in the economy? How will two-year

colleges respond to this change?

You can earn your Ed.D.

without interrupting your career.

PROGRAMS FOR HIGHER EDUCATION

professionals can complete in three years while continuing in their careers. The program is open to those who have a completed master's degree from an accredited institution and are employed in the field of Adult Education, Higher.

Nova University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award bachelor's, master's, educational specialist, and doctoral degrees. Nova University admits students of any race, color, and national or ethnic origin.

teturn to:

Completed

ssues such as:

for new jobs?

sary, student-government leaders been no audit that says the college controls. In addition to other remoney, It is the students' money, and students should have control

> Ms. Ray acknowledges that some of the expenditures were extravagant. She ran unsuccessfully against Mr. LaMarre in the last student senate election, and she concedes that Mr. LaMarre's re-election "sent out a bad message, especially to the state legislators that the Student Senate lobbies."

But Ms. Ray says that college administrators also must take responsibility for some of the excesses. "Jean didn't sign those vouchers by himself," she says. "The administration was negligent. The administration played a big role in allowing the excessive spending to take place."

Setting Rules for Spending

Indeed, student-affairs administrators say rules have to be spelled out so that the student-activity fund is not misused. "You have to teach some kind of fiduciary responsibility," says Phillip E. Jones, dean of students at the University of Iowa. "If the university didn't ask, the students got away with what they could. When there are no rules, and no standards, you must put some in place."

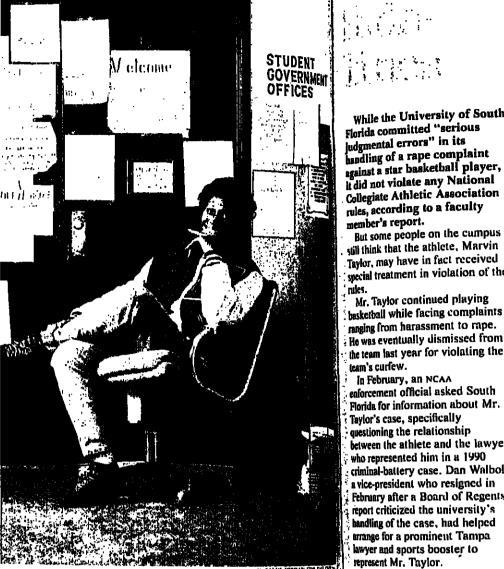
Until new procedures were adopted in 1991 at the University of lowa, for example, student officers could spend the \$800,000 in annual student-activity fees without prior approval from university officials.
Student senators must now get the approval of administrators before they spend any money.

Mr. Jones says the university has also eliminated the cash advances that students used to receive for purchases. Iowa students pay \$17.55 per semester for the student-government association.

Some observers believe that some student leaders become awed by the amount of money they control. "These student-government

YES, please send me a catalog about the Programs for Higher Education.

HE



Kim Ray of Hunter College's student government: "The administration played a big role in allowing the excessive spanding to take place."

presidents are like little mayors," ment last year because of the says Butch Oxendine, publisher of gations of corruption, include Florida Leader magazine, and a former student-government leader.

He says: "Most are not out to commit fraud, but some tend to \$3-million budget financed by misuse their roles. They funnel money to their friends' organiza- pay \$6.15 per credit hour for tions, or get friends into a football game. It's like junior Congress.

They are learning politics." Higher-education officials say that increased supervision is a marked change from the 1960's and the 1970's, when student-government associations demanded more autonomy from university administrators. Since that time, student governments generally have been free to set policies and spend money on activities as they saw fit, as long as they did not violate any

Bigger and More Complex

In the last two decades, however, student-government associations have grown in size and complexity. Many associations, such power. "I (hink it's more of a as the Associated Students of the norance issue," says Scott University of California, lobby leg-kins, executive director of kins, executive direct islators on issues affecting stu- Florida Student Associ dents, and they own businesses statewide organization. such as bookstores and note-taking services. And as enrollments have grown, so have the treasuries of student governments.

Administrators say that students have a right to self-governance. However, "I don't think students" right to self-determination means license to do whatever they want to do," says Richard J. Correnti. vice-president for student affairs at Florida International University.

the president of Florida International disband the student govern-

payment of stipends to offer who did not attend meetings

The student officers controlls dent-activity fees. Florida stude student-government association

A Call for New Elections

University officials say the gations could not be confirmed cause of shoddy record keeping student officers, but the a plaints were so numerous that it university decided that its only course was to restructure stud

Mr. Correnti adds: "You a pay people when they are not po forming a job or use student gr ernment money to rent sines."

Many student officers at lege administrators, however students are not out to abuse

Mr. Jenkins says he meets each new president at the state his or her term and discusses fi cial responsibility. He also recon mends that each student gove ment association hire a bus manager.

"It's not like these stu professionals," says Mr. Je "Most 20-year-olds underst counting as much as they do ancing their checkbooks. You Mr. Correnti recommended that to spell out what you can and the president as a spell out what you can all the president as a spell out what you can all the pres **Athletics**

While the University of South

Florida committed "serious

it did not violate any National

Collegiate Athletic Association

But some people on the cumpus

still think that the athlete, Marvin

Taylor, may have in fact received

Mr. Taylor continued playing

basketball while facing complaints

ranging from harassment to rape.

He was eventually dismissed from

the team last year for violating the

forcement official asked South

Florida for information about Mr.

etween the athlete and the lawver

criminal-battery case. Dan Walbolt.

ebruary after a Board of Regents'

The report said the university and

the NCAA must take it on faith that the

Mr. Taylor an appropriate fee for his

lawyer, Frank Winkles, charged

help. According to NCAA rules,

athletes may not receive free or

discounted services from a booster-

The 16-page report was written

by Stewart W. Schneller, chairman

representative. The report also suid

Mr. Walbolt, who gave Mr. Taylor

after the athlete was evicted from the

\$60 of his own money for lodging

campus, committed "at most, an

inadvertent violation" under "the

professor of women's studies and

many questions about the case

Two universities in the

NCAA's Division I are facing

The most serious threat is at

Western Kentucky University,

where the budget committee—

president—recommended last

week that football be suspended.

itern Kentucky's Board of

liustees will consider the panel's

ecommendations, including the

A panel at the University of

more than \$400,000 from the

Rotball ban, at the end of this month.

Maine has urged the institution to cut

athletics budget and to cut all state

panel also urged the university to

suspend football unless the NCAA

level for football. Such a proposal

was defeated at January's NCAA

nmai convention.

cleates a less-costly competitive

support for sports by 1996. The

^{chaired} by the university's

oudget cuts that could abolish or

nish their football programs.

hilosophy, said the report still left

Linda Lopez McAlister, a

pressure of difficult

circumstances."

of the chemistry department and

the university's faculty athletics

vice-president who resigned in

report criticized the university's

bandling of the case, had helped

errange for a prominent Tampa

lawyer and sports booster to

represent Mr. Taylor.

who represented him in a 1990

special treatment in violation of the

rules, according to a faculty

member's report.

team's curfew.

in February, an NCAA

Taylor's case, specifically

questioning the relationship

Researchers' Error Led to Criticism of NCAA Reforms

Programming mistake skewed study of admission policies

By DEBRA E. BLUM

A computer-programming error led the authors of a report on the academic performance of Division I athletes to criticize the reform efforts of the National Collegiate Athletic Association unfairly, the report's authors say.

"I made fairly strong statements that the data no longer bear out," said Robert J. Rossi, a principal research scientist at the American Institutes for Research, who helped write the original report. Mr. Rossi and his co-author, Eric L. Lang, a former associate research scientist at the institute. released a statement this month announcing the error and their plans to write a revised report.

The original report, which was paid for by the NCAA, said that using standardizedtest scores in any way to predict academic performance "is questionable at best" (The Chronicle, February 19, 1992).

The report went on to say that "by passing tougher admissions policies, limiting practice time, or disallowing particular forms of recruitment, higher-education policy makers may inadvertently be making things worse for many current and prospective student-athletes." The statement was a slap at the NCAA, which has passed a series of such reforms in recent years.

SAT Said to Be a Reliable Predictor

In their statement this month, Mr. Rossi and Mr. Lang said that additional review of the study's findings had revealed "a programming error" that changed some of the report's conclusions. Most significantly, the authors stated that the Scholastic Aptitude Test can indeed be used as a reliable predictor of academic success in college for Division I athletes.

Mr. Rossi and Mr. Lang said that any suggestion in the original report that reforms or legislative proposals regarding admissions standards may be harmful to Continued on Following Page



Robert J. Rossi of the American Institutes for Research: "I made fairly strong statements that the data no longer bear out."

DEBATE OVER NCAA RULES

A Passionate Proponent of the Need for Tough Requirements for Athletes



Lorna M. Straus: "It's our obligation to set things up so they're more likely to get a degree, more likely to get an education.

WASHINGTON

By DOUGLAS LEDERMAN

Lorna M. Straus had been warned that she might face an unfriendly audience at a seminar here this month about black athletes. As chairman of the National Collegiate Athletic Association panel that recommended a set of tougher academic standards last year, Ms. Straus helped craft rules changes that black-college officials and others said would hurt black athletes disproportionately.

Yet the crowd of coaches, sports officials, parents, and educators at the Black Athletes in America forum surprised Ms. Straus, an anatomy professor at the University of Chicago. While a few participants, most of whom were black, criticized the NCAA requirements, most expressed support for tougher standards and urged the black community to help prepare athletes to

Emma J. Best, an assistant professor of health and physical education at the University of the District of Columbia,

1. 1. 1. 1. 1.

said that parents, coaches, teachers, and journalists all needed to reinforce one message: "In order to participate, athletes must achieve academic suc-

"We have to catch the young black kids early," said Butch Beard, men's basketball coach at Howard University. "We have to do a better job at the high-school level and the grade-school level, driving home the goal of getting that degree.

"For a lot of them, the goal is just to stay eligible to play basketball. Wrong

[3]4]

An Absent Critic

The panelist who has been most critical of the NCAA's standards in the past, Chancellor Edward B. Fort of North Carolina A&T State University, was ill and withdrew from the forum at the last

On the floor of January's NCAA convention, and since then, Mr. Fort has complained bitterly that the association Continued on Following Page



A Passionate Proponent of the Need - for Tough Requirements for Athletes

adopted the academic proposals ketball players move on to a prodespite inconclusive evidence about their benefits.

But Mr. Fort, too, has made it clear in recent comments that if the standards take effect in 1995, as they now are scheduled to do, he bow.' and others in the black community must do everything they can to help athletes make the grade.

"If this becomes law, then we will conduct a full-court press in our contact with the K-12 constable to do everything in our power to get even greater amounts of preparedness," Mr. Fort said in an interview in February.

Some Complaints Legitimate

Ms. Straus acknowledges the legitimacy of some of the complaints raised by advocates for black athletes, particularly their opposition to the continued use of a 700 score on the Scholastic Aptitude Test as the absolute minimum required for freshman eligibility. In fact, the academic-requirements committee that Ms. Straus led recommended that the NCAA drop the minimum and adopt a sliding scale that would allow athletes to qualify with scores below 700 if they achieved grade-point averages above 2.5.

"There was no enormous statistical validity to draw the line at 700," but also, she said, no clearcut mandate to do away with the ninimum requirements.

Ms. Straus, a former dean of students at Chicago, argues passionately about the need for tougher standards, and is thrilled that many of her potential critics in the black community agree.

Noting that fewer than 2 per cent

Continued From Preceding Page of college football and men's basfessional playing career, Ms. Straus said that athletes who enroll thinking that college is their (icket to professional sports "are chasing what's awfully close to a rain-

> "If they don't get the pro opportunity, is it fair of us in the higher-

"If they don't get the pro opportunity, is it fair

of us in the higher-

education community

to say, 'Thanks a lot and goodbye'?"

education community to say, 'Thanks a lot and goodbye'?

"No. It's our obligation to set things up so they're more likely to get a degree, more likely to get an education, and therefore be able to do something with their lives," she

"And I'm afraid that the way way they in fact are, isn't doing

Ms. Straus said she hoped that the NCAA's new rules would improve the odds that athletes will come to college better prepared and leave with a degree, both by prodding high-school athletes to perform better now and by holding college athletes more accountable.

The new rules will require that to be eligible to play as freshmen athletes achieve a 2.5 grade-point average in 13 high-school core he spoke.

courses and a 700 sat score or an standardized test. However, athlete can become eligible with a GPA as low as 2.0 by scoring at least 900 on the SAT.

While the tougher standards for freshmen have drawn most of the public attention and criticism, Ms. Straus contends that the NCAA's toughest new rule is the standard that athletes must meet to remain eligible once they're in college.

Those continuing-eligibility rules will require athletes to have completed 25 per cent of the requirements in their major by the start of their third year in college, 50 per cent by the start of their start of their fifth year to remain

Ms. Straus said the rule was designed to get athletes on track early for their degrees. Ideally, she said, colleges will do a much better job of advising athletes about what courses they need for a degree and of warning them early on if they're falling behind. Otherwise, many athletes could be sidelined at the start of their third year.

'Anticipatory Review' Needed

"An institution that cares about its athletes must do some kind of the requirements have been, the anticipatory review and advising if these rules are going to work," she

> At the athletes' forum, Mr. Beard, the Howard basketball .coach, described some of the warning signs he sees when he's out recruiting players.

"I can walk into certain homes where," he said. "You just know that person's going to have a tough time in college.'

Ms. Straus, smiling, nodded as

ATHLETICS NOTES

■ Trustees at U. of Wyoming vote to drop four teams to cut costs

■ Notre Dame drops wrestling, citing lack of support and interest

Wash. State football player sues NCAA for ruling him ineligible

■ Catholic U. rejects appeal by dismissed men's basketball coach

courses and a 700 sat score or an 18 on American College Testing's Researchers Say Computer Error Led thanks to an indexing system, an to Their Criticism of NCAA Reforms

Continued From Preceding Page an error in the definition of co athletes who are academically at the three academic-perform risk "is incorrect and is not sub- groups used in the analysis \$x stantiated by the results of these revised analyses."

Ted Tow, an associate executive director of the NCAA, said the researchers' announcement "openly and professionally acknowledged their error in the analysis and in their judgment."

Ursula Walsh, the association's director of research, declined to comment on the announcement. She had questioned the validity of fourth year, and 75 per cent by the the original report, saying the data in it did not lead to any clear-cut findings and that the authors seemed to emphasize only the results that supported their thesis.

The report examined the academic performance of athletes in Division I institutions and the factors that might have influenced their performance, such as academic preparedness, time commitments, finances, and housing arrangements. The research institute had asked for and received about \$20,000 from the NCAA to do the work, according to Mr. Rossi.

A Missing Parenthesis

The report was presented in April 1991 at the national meeting of the American Educational Research Association and sent to the NCAA in December. After it was reported in The Chronicle, Mr. Rossi said, he decided to review the study because he thought the NCAA and I won't see a book around any-might see it as "a low blow," and he wanted to be certain its conclusions were correct.

parenthesis was missing from the cerning the academic performance computer program, which caused of their student-athletes."

ically, all athletes who reco missed two or more classes. during the academic year were; into the low-performance and Mr. Rossi had intended to mi that category only those the trumnts who had earned cure! grade-point averages below?

A Valid Predictor

Because of the error, at keet more athletes who should t been in the moderate or history formance groups were instead in the low-performance group. Rossi said. When a new and was performed, the results the the SAT to be a valid predict academic success in college ki changed results regarding the pact of various recruiting admiand housing arrangements of athlete's academic success.

Correcting the error also the few women in the low-puts ance category to make any we conclusions about female all in that group, Mr. Rossi said.

He noted, however, that he the central findings of the oir study hold true despite the one

"It's still the case that p makers must look at ways be students at the low end of the demic performance scale to be manage their time, especially sign they are given more free tint the reductions in practice and son schedules," he said. "Said ly, the results still say that coast He said he quickly found that a have an important role to playe

> education, said the Conservatives wanted to return to 19th-The issue of his fourth year century methods that had been

proved wrong even then. Said Mr. Wragg: "Untrained people will be put in front of a classit is very alarming. This is downgrading the teaching profession. Every other major profession has a strong base in the

But some university professors welcome the principle of doing more in the schools to prepare future teachers, although they criticize the sovernment for its haste in trying to adopi such an approach.

Alan Smithers, a professor at the University of Manchester, said the government needed to think more about how many teachers-in-training a given school could handle, and how much preparation principals and leachers would need before they could take on a training role.

Ironically, Cabinet papers for the year 1961, which only recently were made public under the Official Secrets Act that prohibits the release of government documents for 30 ears, show that the Conservative dinister of Education at the eginning of the 1960's, Sir David Eccles, looked to the establishment of teacher-education programs in he universities as one of the best Ways to improve school standards.

International

With its decisive win in this

month's elections, Britain's

plans to change the way the

are prepared.
As the Conservatives see it.

proposals to try to improve teaching in elementary and

secondary schools by freeing it

from "theories and ideologies."

reduce the time they spend in

teachers and principals.

classrooms at universities by as

government announced a plan for

training future teachers that would

much as 80 per cent in favor of more

practical experience in the schools.

under the supervision of in-service

As a result of such a move, the

education departments at several

universities might be forced to

close, as government funds for

teacher education were shifted

be used to pay supplements to

The endangered education

Bristol, and Southampton.

figure in British teacher

departments include those at the

Universities of Cambridge, Oxford,

E. C. Wragg, a professor at Exeter University and a leading

away from those departments and

into the schools. The money would

principals and teachers who take or

the roles of supervisors and master

As part of that effort, the

country's future schoolteachers

British universities and colleges can

rule in the preparation of teachers.

Before the elections were called,

the government had been working on

expect to play a sharply reduced

Conservative Party can be expected to move ahead with its



Students attend a mathematics class at a camp for Cambodian refugees in Thailand. More and more camp students are now entering Phnom Penh's universities, bringing with them problems and challenges.

Cambodia's Struggling Universities Face New Tensions and Factional Disputes as Refugee Students Return

By NICK DRIVER

PHNOM PENH, CAMBODIA When the Klimer Rouge forced residents to leave the Cambodian capital for the countryside in the late 1970's so it could launch its agrarian-based classless society, the campuses of the universities and institutes here became ghost towns.

More than a million people died at the hands of that fanatical Communist regime, which held power from 1975 to 1979. Of those who managed to escape, home became refugee camps across the border in Thailand. Years of fighting in Cambodia kept an estimated 400,000 refugees from leaving those camps.

But last October the warring factions signed a peace agreement in Paris that officially ended 13 years of civil war in Cambodia. The accord calls for the repatriation of all refugees living in Thailand and free elections in the spring of 1993. With the peace agreement, students from the refugee camps began to trickle back onto the capital's campuses, which have spent most of a decade trying to rebuild.

Now, with the start of a massive United Nations-sponsored repatriation program to bring all of the refugees back to Cambodia, the trickle is expected to become a

'The Government Is Corrupt'

While the students from the border camps re-introduce a semblance of normality to the campuses, they also bring

Refugee students, trained from an early age to hate the Vietnamese-installed government in Phnom Penh, have added a volatile element to life at the capital's universities. The tensions their presence has introduced already have erupted in several demonstrations and deaths.

English is now the second language at Cambodia's universities, and many students, including this one, enroll at special language schools to prepare themselves.

Among the students who took to the streets was Roti, who in 1979 escaped from the Khmer Rouge with his family to a border camp. Roti is a supporter of Prince Norodom Sihanouk, who heads one of the factions recognized in the peace accord as a legitimate participant in next year's elections. Roti says he saw enough with his own eyes to despise the brutal Khmer Rouge. Then, in a refugee camp in Thailand, he was taught to despise the Phnom Penh government as well. Now the 24year-old, who declined to give more than his first name, has returned to study alongside those he regards as his former ene-

"The government is corrupt," he says. "They should be spending more on our

education." Dressed in clean blue leans. new American sneakers, and a T-shirt, he could have been a student on any campus in the United States. Unlike American universities, however, Roti's institution-the Institute of Economics-has a serious shortage of books, desks, and other basic

Few Qualified Instructors

Even more serious is the lack of qualified instructors. According to a 1990 report by the Cambodian Ministry of Education. 75 per cent of the country's 25,000 teachers and professors had been killed or had fled since the Khmer Rouge took control. The ministry also reported that 96 per cent

In a cost-cutting move, trustees of the University of Wyoming have voted to drop four teams: men's and women's skiing and men's indoor track and outdoor track.

The cuts, approved by a vote of 6 to 5, will save the university \$300,000 every two years, or 3 per cent of its athletic budget. Because of decreased state financing. Wyoming is trying to make some \$2.7-million in budget reductions throughout the universi-

Officials said the cuts were as deep as possible under a National Collegiate Athletic Association grams and seven women's pro- would review all athletic-departgrams to compete in Division 1.

were cut, along with one of the eight programs for women. That will mean the loss of 20 per cent of Wyoming's scholarship athletes: 35 male track athletes, 13 Dame will discontinue its male skiers, and II female skiers.

One consideration the university's trustees said they had kept in national level and the university's National Collegiate Athletic Asmind while making the cuts was desire to expand opportunities Title IX of the Education Amendments of 1972, which requires equitable treatment of men and women in programs at institutions that receive federal funds.

athletics officials said, and the cuts were structured so it would

The cuts, particularly the choice of which programs to

wrestling program. It cited declining interest in the sport at the

for female athletes as its reasons. Notre Dame stepped up its emphasis on wrestling in 1984, raising the number of scholarships in the sport to 11, from 2. While the The university had been in com- increases bolstered the team's

sufficient support on the campus. next fall.

The money spent on wres-The University of Notre tution will sponsor 13 teams for men and 11 for women in 1992-93.

Mr. Rosenthal also noted that just 40 per cent of colleges in the sociation's Division I now sponsor wrestling as a varsity sport. -DOUGLAS LEDERMAN

Ken McConkey, a football player at Washington State demic records like his.

success, Richard Rosenthal, the University, has sued the university's athletics director, NCAA, claiming it unfairly ruled said the squad had failed to gain him ineligible to play football

The action against Mr. McContling's 11 full scholarships "can key stemmed from his failure to jected an appeal by Bob W drop, were controversial even be better directed toward pro- meet the NCAA's academic-eligirule that institutions must field at among the trustees. The board grams that will more directly imleast seven men's sports pro- also agreed that the university pact a larger portion of the student body and university commu- on the Scholastic Aptitude Test ment expenses next year, instead nity," Mr. Rosenthal said in a or American College Testing's Three of the ten men's teams of in 1998 as originally scheduled. statement. In the last six years, standardized test to be eligible to three reasons for firing him. —PETER MONAGHAN Notre Dame has added five teams compete as freshmen. The rule use of foul language, his decision compete as freshmen. The rule use of foul language, his decision compete as freshmen. for women, he said. With the permits students who did not sal- to let players of legal drinking elimination of wrestling, the instipetition and then compete for an incident in which he gave his three years, rather than the cus-

tomary four. Mr. McConkey did not take the SAT or ACT exam, but did pass the Mr. Valvano's version of event Washington Pre-College En- saying in a statement that "It trance Examination, which qualified him to attend Washington ited to those made public by M State University. He argues that Valvano." A university spoker the NCAA rule that excluded him woman said the institution has

connectition arose because, all three years as a non-scholarshy back-up kicker, Mr. McCoake now has a chance to compete for the starting position.

He participated in spring fool ball training under a temporary court order issued by a federal court in Seattle, but has since moved his lawsuit to a state court, which will probably hear the case this summer.

Catholic University has ! vano and affirmed its decision to dismiss him as its mea basketball coach. Mr. Valvano said last me that university officials had clin

manhood.

Catholic officials challens failed to take into account aca-

Continued on Following Page

France's New Education Minister Seeks Consensus on University Reform

Jack Lang, France's new Minister of State for Education and Culture, enjoys a great deal of popularity among young people here. That may give him an edge in persuading students to accept university reforms that many in French higher education agree are overdue.

A package of reforms proposed by the previous minister sparked protests by high-school and university students in many cities in February (The Chronicle, March 4).

Mr. Lang has not said whether he plans to carry through with the controversial changes proposed by his predecessor, Education Minister Lionel Jospin. While ministry officials said those plans had been designed primarily to ease overcrowding in higher education, proresters said they amounted to a mechanism "for getting rid of students," as one of them put it.

The reforms proposed by Mr. Jospin included reorganizing the first two years of university studies and establishing a new credential for students who complete a specified level of work but do not qualify to go on to finish a degree.

Overcrowding on Campuses

University officials say changes are needed if they are to cope with the influx of students. High-school completion rates in the past decade have surged, and the result has been overcrowding at all the uni-Aversities, particularly in the first two years. The current enrollment of 1.8 million students in French higher education is expected to increase by 300,000 by 1995.

Upon taking office this month,

In many cases, ideologues have

taken the place of teachers. Educa-

trolled by each of the four main po-

litical factions has been highly po-

Phnom Penh government of Prime

Minister Hun Sen teaches students

to ridicule Prince Sihanouk as a

lackey of China, and to vilify the

destructive Khmer Rouge. In the

border zones. Khmer Rouge and

Sihanouk-led forces alike denigrate

the Phnom Penh government, call-

ing it a Vietnamese-installed pup-

Khmer People's Liberation Front.

Students brought up with those

widely divergent political back-

thrown together at the universities.

They take the same classes, wit-

their country, and, now, take part

our country," says Roti. He adds

that he and other students who

took part in bloody December

demonstrations in which six people

One of Cambodia's most press-

ried did so to protest the growing

corruption in government.

"All the students care a lot about

ness the same events unfolding in

in the same protests.

pet regime. The fourth faction, the

is distrusted by the other three.

"priticized. The pro-Vietnamese

among Asia's lowest.



land. Teachers and other govern-

ment workers, who make an aver-

age of about \$12 a month, had not

received their paychecks in

Many students called the gov-

secret. No one heard about the sale

of houses, large properties, even a

hospital, until the occupants were

asked to move out. Even after the

government had made money from

its fire sale, teachers were still be-

Cambodia's education system

needs the kind of aid that only the

cause about 40 per cent of its budg-

et goes to defense. Foreign govern-

ments also have no guarantee their

funds will end up in the right

place—the fledgling Supreme Na-

tional Council, a 12-member body

that legally represents all four fac-

tions in Cambodia, has no real

to bring Cambodia's dysfunctional

economy out of its downward spi-

ral will be to train people to use the

massive amounts of humanitarian

Diplomats say that the only way

power within the bureaucracy.

ing paid only sporadically.

ernment actions corrupt, however,

Jack Lang, France's Minister of State for Education and Culture: He plans to study the reforms suggested by his predecessor, but doesn't want to "rush into anything."

situation, but "didn't want to rush into anything." It is important to

be "prudent," he said. He promised to hold wide-ranging discusof programs and projects that apsions with all parties involved and pealed to the young, including an to try to reach a consensus on annual music festival that saw free which reforms to pursue. concerts on downtown street cor-Mr. Lang has been a cabinet ners in almost every city, town, minister longer than anyone in the and village. Young people also apnew government. He was named preciated Mr. Lang's efforts to Minister of Culture in 1981 when promote art forms that were practhe Socialist Party leader, François ticed by and appealed to youth, in-

Mitterrand, was elected president. cluding rock music and graffiti. Mr. Lang held that job until 1986, Mr. Lang, who has been active when the Conservatives took over in the Socialist Party since 1977, is the government for two years. The one of President Mitterrand's most Socialists' return to power brought Mr. Lang back into the cabinet as

of all college students in 1975 were meager resources it has for educably selling off some industries and

University officials have the ad-

ditional task of satisfying the de-

and often opposing political fac-

The initial upbeat mood in Cam-

bodia following last October's

peace accord was quickly dashed

by the actions of government offi-

cials, who have been conducting a

fire sale on properties they control.

Newly arriving ald agencies and

foreign governments have pushed

land and housing prices up sharply.

across the city. Stores packed with

beer line downtown Achar Mean

Boulevard, which is also home to

legions of squatters living in lean-

tos. Sleek new Toyota sedans and

Honda motorcycles ply the ave-

Meanwhile, the government is

broke. Its tax revenues have

shrunk because of smuggling, and

Government officials say they

its former chief patron, the Soviet

Union, has dissolved.

nues alongside ragged rickshaw

drivers looking for customers.

Signs of the inequality of raw

display cases of unaffordable been trying to oust for years, be-

tions and backgrounds.

A Government Fire Sale

killed, or escaped. Today the na-

tion's literacy rate is said to be of 7.5 million is said to be under 17

tion in the refugee camps con- mands of students from various

grounds suddenly find themselves Snickers chocolate bars and Miller

Mr. Lang said he would study the Minister of Culture and Communias well as education. He is one of only three of the cabinet's 20 mem-While in his first term as Minister bers to have the Minister of State of Culture, Mr. Lang began a range title. The access and clout he enjoys probably will bring more pub-

Meetings With Union Officials Before becoming a cabinet min-

attention to education issues.

ister, Mr. Lang was a professor of international law at the University of Nancy. He also has taught law at the University of Paris.

Less that two weeks after taking office, Mr. Lung began meeting with officials of the unions that represent faculty members. Claude loyal supporters. His new post in- Scureau, general secretary of the cludes his former culture portfolio National Union of Higher Educa-

Cambodia's Struggling Universities Face New Tensions as Refugees Return Continued From Preceding Page ing problems is how to deploy the had no choice but to raise money aid that inevitably will come. But no one knows who will provide

such training. "There aren't enough teachers now, let alone for the future," says Lynn Jarvis, who teaches English at the University of Phnom Penh. where it is now the official second language of instruction. "We are because they were carried out in just scraping by with who we have

Travel Still Restricted

Aid organizations such as the Quaker Service of Australia, which sent Ms. Jarvis here, have begun to help fill the teaching gap. But the instructors themselves admit that much more help is needed. Few re-United Nations or large Western lief agencies have been allowed governments can provide. But into the countryside yet, for inright now no country is willing to stance. The government blames ed by the fact that the government capitalism have begun to crop up across the city. Stores packed with present danger of Khmer Rouge Legislative elections are so guerrillas and the omnipresent land

While the students who are now the Socialists will be voted out. reaching the city from the refugee recent regional elections, the S camps bring with them new problems and challenges for educators and aid workers, they also provide some of the special kind of satisfaction that missionaries like Ms. Jarany reforms.

vis seek. "Most of the students in my classes really want to learn," she He said the government could be said to says. "They really know a lot, especially considering what they fore next year's election, have been through."

tion, the largest union and one is close to the Communist & called that "a positive step." Seureau said he welcomed change in ministers because a tions with Mr. Jospin and his 24. ers were "rather strained." "Mr. Lang listened attention

to what we had to say," Mr. Se reau said. "The advisers tooks ous notes, and we feel our poxwas understood. But we still a know what Mr. Lang will do."

Real Discussion' Sought

According to Mr. Seureau . minister told the union's delega that he wanted "a real discuson the issue" of university forms, and that he wanted package proposed to be "const. tive and positive." Mr. Large. told the delegation that he did as want to put off a decision doomsday," Mr. Seureau said.

"We're happy that Mr. wants to hold wide-reaching cussions," he said, "but reform the university system, especit the first years, is essential, and Want to see a proposal quickly."

High-school and university of dents alike have protested when er the government has propo university reforms. Students in itably regard such changes a back-door way of introducing ective admission process.

But now many students seem ncknowledge the need for refer Their hope is that Mr. Languil more understanding of the no and concerns of students that p education ministers.

Philippe Campinchi, presi a new national students' unionis is close to the governing Socialis. takes a wait-and-see attitude. minister is judged by the policies implements," he said. "If la Larg has decided to abandon ideas of reform, then that would

Mr. Campinchi said his wanted to see reform in the unit sities, but not those proposed Mr. Jospin. "With Jospin, then was no effort to discuss or lot plain, and when there was, kd ways came too late," he said. It former minister's unwillingness listen and his inability to comme cate were cited by student leads as reasons for their resistance the reforms he proposed.

Mr. Campinchi said Mr. Lat credentials as a communica and his experience at universit would serve him well in his se post: "He understands the milk and he can use his popularity * the youth to get reform accepted Mr. Campinchi's hope that M

Lang will come through with a vis ble reform package may be threat for the spring of 1993, and the way things are going, the odds are the cialists won only 18 per cent of votes cast. Mr. Campinchi sald k worried that the government will not act fast enough to implemen

But to Mr. Seureau, the facts leader, 11 months is plenty of the ed they don't drag their feet."

AST FALL, Donald Kagan, dean of Yale College of Yale University, announced he would take a year's leave of absence—beginning this July—to work on a book on the origins of war. There was speculation then that he would not return to the deanship.

Last week Mr. Kagan confirmed that speculation by announcing his resignation in a public speech on "The Threat to Yale College" in which he lambasted the faculty for resisting moves to deal with the university's financial crisis. Mr. Kagan said, "I appeal to my faculty colleagues who have been carried away with the moment. .. Do not sacrifice the needs of our undergraduates."

Mr. Kagan's resignation follows by three weeks that of Frank M. Turner, the university's provost, who had served as chief organizer of the university's "restructuring" committee.

Both resignations are effective at the end of this semester. Mr. Turner will return to his faculty post in the history department at that point. Mr. Kagan will also rejoin the faculty, following a leave of absence. Mr. Kagan is a professor of classics and history.

For only the second time in its 192-year history. Middlebury College has selected a new president from the ranks of its faculty. John M. McCardell, Jr., professor of history, who has been been acting president since Timothy Ughtresigned last September, was named to the post this month. He follows in the steps of Ezra Brainerd, who served as professor of rhetoric and English literature and of physics and applied mathematics before being named president of Middlebury in April 1886 after serving a year as acting president.

More changes at the University of Chicago: Hanna H. Gray last week announced her retirement as president, effective June 30, 1993. In a letter to the faculty, Ms. Gray wrote: "[1]t is timely to review and set directions for the next chapter in the University's life and to make the transition to a new generation of leadership."

Carnegie Mellon University has renamed its School of Urban and Public Affairs the H. John Heinz III School of Public Policy and Management. Mr. Heinz had been a member of the school's board of visitors, and he and his family have been among its financial supporters. The school will house Mr. Heinz's papers—both from his years in the U.S. House of Representatives, where he served from 1976-76, and in the U.S. Senate, where he served from 1977 until his death last year in an airplane

Two years ago, there was an uproar at Wellesley College when Barbara Bush was named as commencement speaker. Seniors protested, saying Mrs. Bush had been invited only because she is the President

This year, there is a similar furor: Hilary Clinton, President of Wellesley's class of 1969, has been chosen to speak at commencement. Some seniors fear her selection could be misinterpreted as an endorsement of her her husband, Bill Clinton, who is seeking the Democratic Presidential nomination.

Linda Darling-Hammond, named last week as dean of Harvard University's education school, will be the university's first black dean of a graduate school. She is the second woman to serve as dean of the school. Patricla A. Graham served in the post from 1982 until last year.

Gazette

Kristin M. Persson

Upsala College

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

Joan N. Huber





Middlebury College



Temple University



Yeshiva University

New college and university chief executives: College of William and Mary, Timothy J. Sullivan; Evergreen State College, Jane L. Jervis; Middlebury College, John M. McCardell, Jr.; Norwich University, Richard Schneider; University of Texas at Arlington, Ryan C.

Appointments, Resignations

Ryan C. Amacher, dean of the college of commerce and industry at Clemson U., to president of U. of Texas at Arlington. Ann Merchant Boesgrand, professor of astronomy at U. of Hawaii, to professor of astronomy and astrophysics at Pennsylvania State U., effective in January. Nelvia Brady, chancellor of City Colleges of Chicago, has been fired.

Kevin A. Clements, professor of electrical engineering at Worcester Polytechnic Institute, to dean of graduate studies and research.

research.
Cynthia Coloman, assistant director of the office of fiscal affairs at New Jersey Department of Higher Education, to assistant vice-president and controller at Classboro State College.
Henry J. Copeland, president of College of Wooster, has announced his resignation, effective in June 1995. He will return to the faculty as a professor of history.

unoa varing-riammong, professor of edu cation at Teachers College of Columbia U., to dean of the Graduate School of

U., to cean of the Belleville Wisconsin at Eau Claire.

Garland Dulen, academic vice-president at
Oakwood College, to provost at La Sierra

U.

Robert Evens, professor of government and foreign affairs at U. of Virginia, to director of the Bologna Center of the Paul H. Nitze School of Advanced International Studies of Johns Hopkins U., effective into the contract of the contr

Studies of Johns July 1.

Charles B. Fitzgerald, director of external affairs for the graduate school of business administration at U. of Virginia, to associate vice-president for development. (This corrects an item that appeared in the March 18 issue of The Chronicle.)

F. David Fowier, senior pertner at xPMO Peat
Marwick (Washington), to dean of the
school of business and public management at Ocorge Washington U.
Hanna H. Gray, president of U. of Chicago,
has announced her retirement, effective
in June 1993.
David Hiley, acting dean of the college of
liberal arts at Auburn U., to dean of the
college of humanities and sciences at Virsinta Commonwealth U.

ginta Commonwealth U.

Edward P. Howard, dean of enrollment services at Linfield College, to dean of admissions and financial aid at Pacific U.

Joan N. Huber, dean of the college of social and behavioral sciences at Ohio State U., to senior vice-president for academic affire and provest

fairs and provost.

Arthur E. Humphrey, director of the center for molecular bioscience and biotechnology at Lehigh U., to head of the biotechnology at Lehigh U., to head of the biotechnology at Lehigh U., to head of the ogy at Lenian U., to nead of the blottern nology institute at Pennsylvania State U. Jane L. Jewis, dean of Bowdoin College, to president of Evergreen State College, ef-fective August 1.

tonaid Kagan, dean of Yale College at Yale

Scott E. Knapp, vice-president for nity services and devolopment at Lehigh County Community College, to executive dean for the Wabash Valley Region at Indean for the Wabash valley Resident in diana Vocational-Technical College.

Elizabeth A. LaBette, associate director of institutional advancement at New England College of Optometry, to director of

land College of Optometry, to director of public relations.

Diano C. Loo, former director of the Academic Advisement Center for the Evening and University College at Drexel U., to assistant dean of the division of continuing education at Philadelphia College of Textiles and Science.

Chiefopher Lind, assistant to the vice-chan-

cellor for sponsored programs at U. of Wisconsin at Platteville, to assistant dean for university research at U. of Wisconsin at Platteville, to assistant dean for university research at U. of Wisconsin et Part Claim

sin at Eau Claire.

Samuel T. Lundquist, associate director of admissions for the Wharton School at U. of Pennsylvania, to director of admissions for the school's graduate division. Chastina M. T. Mahoney, assistant treasur-

er and controller at Franklin and Marshall College, to controller at Ursinus College, Conna R. Marburger, professor of physical and health education at U. of Wyomina.

Middlebury College, to president.

David G. Moore, president of Mott Comm

uity College, has resigned.
Monica E. Neu, assistant to the director of alumni relations at St. John's U. (N.Y.).

to director of alumni affairs at Molloy

school of business, public and accountancy at the C. W. Post campus of Long Island U., to dean of the

pus of Long Island U., to dean of the school of business at Yeshiva U.

Arthur O. Papagostas, acting vice-president for computer and information services at Temple U., to vice-president.

Don L. Park, associate executive director at Phi Delta Kappa Inc. (Bloomington, Ind.), to vice-president for university advancement at Boil State U. (This corrects an item that appeared in the April 8 issue of The Chronicle.)

Kristin M. Person, director of public information and publications at Upsala Col-

mation and publications at Upsala Col-lege, to vice-president for intitutional ad-Janet G. Pichette, vice-president for busi-

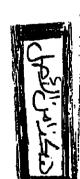
ness and finance and treasurer at Eastern Michigan U., to vice-president for busi-Michigan U., to vice-president for business and administration at Ohio State U.
John A. Pietel, headmaster of Derby Acade:
my (Hingham, Mass.), to associate director of development at Amherst College.
Winston D. Powers, retired lieutenant general in U. S. Air Force, to interim president of Paul Quinn College.

Donald F. Reynolds, associate dean of the college of arts and sciences at Indiana State U., to dean of the school of arts and sciences at U. of Wisconsin at Eau

sciences at U. of Wisconsin at Eau Claire.

for Educational Research Services at U.
of Tennessee at Knoxville, to director of Institutional research at Wolford College.

Continued on Pollowing Page



CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

CALL FOR PROPOSALS **National Conference**

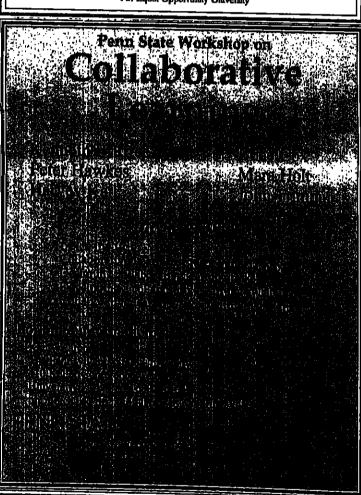
The Dual Career Couple in Higher Education

October 2 and 3, 1992 Lexington, Kentucky

This conference is designed for academic administrators and faculty who wish to learn more about the issues, concerns, and dilemmas that institutions of higher education face when trying to recruit and retain talented faculty and administrators. This interactive meeting will focus on how institutions can find ways to merge the institutional mission and accompanying priorities with the realities of the recruitment process and retention issue for dual career couples. Conference topics include: institutional policies; nepotism issues; affirmative action issues; formalization vs. ad-hoc approach; legal issues; relocation programs; economic issues; eligibility requirements; institutional commitment; data collection; costs vs. benefits; faculty governance; ethics; tenure issues; shared appointments; psychological issues and consortium

Proposals are due by May 30, 1992. For information call 606-257-1525. Mail proposals to Dual Career Conference, University of Kentucky 204 Frazee Hall, Lexington, KY 40506-0031.

An Equal Opportunity University



Indiana University Student Affairs Summer Institute Bloomington, Indiana · June 18-20, 1992

Topics Faculty Effective Student Retention Strategies John Bean Philip Chamberlain Fund Raising for Student Affairs College and University Cultures George Kub Strategic Elements of Marketing and Recruitment Nick Vesper

Registration fee of \$200.00 includes participation in one morning and one afternoon track, course materials, Thursday evening reception and Friday dinner. Overnight accommodations arranged by partici-

For more information or registration materials, contact Peggy Jennings, Institute Coordinator 236 School of Education Indiana University
Bloomington, IN 47405
(812) 855-0212/BITNET: MPJENNIN @ IUBACS/Fax: (812) 855-3044

Call for Presentations Papers, Panels, and Workshops

Tenth Annual Conference **ACADEMIC CHAIRPERSONS:** Selecting, Motivating, Evaluating, and **Rewarding Faculty**

February 1-3, 1993 Orlando, Florida

One does not need to be a Nostradamus to predict that the next few years will be very difficult times for higher education. An experienced professorate will rapidly retire. These will be replaced by individuals selected from a diminished candidate pool, shrunk by predictions of a tightening job market and a depressed industry. Old and new faculty alike will have to work in an environment of steady, if not decreasing financial support; of lessening prestige, if not outright public hostility; while at the same time being pressured by society to accomplish more

The focus of the Tenth Annual Conference will be on discovering how to select the best candidates to form a cadre for the faculties of the 21st century; how to motivate them in the increasingly stressful world of higher education; how to evaluate accurately their many and complex responsibilities; and most of all, given the declining availability of unds, how to adequately reward them in non-monetary ways.

Possible Conference Topics:

publication

scholarship

creative production

institutional service

professional service

program assessment

Motivating/Rewarding

public service

awards

sabbaticals

release time

travel money

merit pay

salary increases

faculty workshops

equity adjustments

team building

clerical support

technical support

retirement incentives

interpersonal support

intellectual challenge

Selecting choosing search committee describing position defining criteria advertising screening applications contacting references verifying credentials telephone interviewing personal interviewing showing off institution voting/deciding promoting from within offirmative action legal considerations

notifying not-chosen Evaluating retention promotion tenure/rolling contracts teaching classroom research teaching portfolio student outcomes advising

final selection

Proposal Deadline: JULY 17, 1992 For a Presentation Proposal Form contact: Academic Chairpersons Conference Kansas State University 1615 Anderson Avenue Manhattan, KS 66502-1604 1-800-255-2757 or (913) 532-5970 FAX: 913-532-5637

FACULTY EVALUATION & DEVELOPMENT

For Every Woman: Challenge and Change May 2, 1992 at Endicott College

8:30 a.m. to 9:00 p.m. A conference for women sponsored by Endicott College, the Bunting Institute and the Erikson Center

The conference will provide a forum to address the tensions that divide us and the paralysis that blocks us.

· Guest Speakers · Expert Workshops Cost: \$50.00

For more information, call (508) 927-0585 ext. 2196

Gazette

odni U. and former president of Martin

Continued From Preceding Page
Donald Robinson, dean of the schooled announced his retirement, effects and 10 in Riverside, Cali.

Bust 31.

Linda Bradley Salamon, dean of the schooled and Circulate and Sciences at Water, and 10 in Riverside, Cali.

Bust 31.

Linda Bradley Salamon, dean of the schooled and Circulate and U. of Cincinnatal and U. of Neuroland Circulate School of American at Las Vegas, March 14 in San Frances at George Washington U. e. dean of the Columbia Circulate School of American and Sciences at George Washington U. e. dean of the Columbia Circulate School of American and Sciences at Columbia Circulate School of American and Sciences at Columbia Circulate School of American and Sciences at Columbia Circulate School of American at U. of Cincinnatal and U. of Neurones at George Washington U. e. deal and scretary of Henry Luce Foundard School of American and Sciences at Columbia Circulate Sciences at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at Columbia Circulate Sciences at U. of Cincinnatal and U. of Neurones at U. of Cincinnatal and U. of Neurones at U. of Cincinnatal and U. of Cincinnatal and U. of Neurones at U. of Cincinnatal and U. of Cincinnatal and U. of Neurones at U. of Cincinnatal and U. of Cincinnatal and U. of Neurones at U. of Cincinnatal and U. of Cinc

dent.

Ed Story, former director of devices of Lynchburg College, to associate coming Events

of development at Wolford College
Timothy J. Suilivan, dean of the state
law at College of William and Vo.

special in previous issues of

Samuel B. Trickey, professor of phicagail appeared in previous Issues of chemistry at U. of Florida also the fife Chronicle.

chemistry at U. of Florida, absorbed the Chronicle.

five director for information televishand services.

Daniel A. Updegrove, assistant wears for data administration and information to associate vice-provost for information to associate vice-provost for information and information and

SA WTFS

5 6 7 8 9 10 11

121314 15 16 17 18

19 20 21 22 23 24 25

1 2 3 4

MANAGEMENT

IN THE ASSOCIATIONS

Charles C. Schroeder, vice-present student services at Georgia mains Technology, has been elected proof of American College Personad Asso

MISCELLANY

Thomas W. Herbert, vice-preside a treasurer at Kresge Poundatios, and 26 27 28 29 30

Edward M. Hunla, vice-president of both and trensurer at U. of Pittsburth. Deaths

Butth G. Shaw, former president of Crist President for corporate communities president for corporate communities at Duke Power Company (Carbet No. C.).

Cause: Louis Diodato, (414) 351-7501.

By 1: Innafer. Annual conference, Wisconsia Association of Academic 1.intries, Holiday Inn., Stevens Point, Wis. Contact: Louis Diodato, (414) 351-7501.

By 1: Innafer. Annual conference, New England Transfer Articulation Association, Sheraton Hotel and Conference, New England Transfer Articulation Association, Sheraton Hotel and Conference, Hew England Transfer Articulation Association, Sheraton Hotel and Conference, New England Transfer Articulation Association, Sheraton Hotel and Conference, Hew England Transfer Articulation Association, Sheraton Hotel and Conference, New England Transfer Articulation Association, Sheraton Hotel and Conference, Hew England Transfer Annual conference on Edward Transfer Annual Conference, New England Transfer Annual Conference, New England Transfer Annual Conference, New England Transfer Annual Conference, Hew England Transfer Annual Conference, New England Transfer, Annual Conference, New York, New York, New

dent of the Institute for Professional velopment and former member of high the velopment and former deal of Pennsylvania, April 2 in Mess, high the velopment of Pennsylvania, April 2 in Mess, high the velopment of Pennsylvania, April 2 in Mess, high the velopment of Pennsylvania, April 2 in Mess, high the velopment of New Jersey, April 7 in Parallian, "annual meeting. Secretary of the Admin annual meeting. Secretary of the Admin annual meeting.

the dental school at U. of Accuracy April 78 bits Dentistry of New Jersey, April 78 bits Dentistry, and at City College of City U. of New York. April 4 in Spring Valley, N.Y.

Arthur Nelson, 79, former professor of at Arthur Nelson, 79, former professor of at City College of City U, of New Yel.

April 4 in Spring Valley, N.Y.
Dwight Nicholson, 44, professor and city of physics at U. of Iowa, Novembel 18

heines effects. "OMB A-133," work-lep, National Association of College lad University Business Officers, Orian-to, Pts. Contact, (202) 861-2520.

conference, Tri-University Consortium on Disability Policy, Brandels University Waltham, Mass. Contact: David iffer, (617) 573-8316.

1-2: Admissions. College fair, National Association of College Admission Countries or international Exposition Center, Cleveland, Contact: NACAC, (703) 836-2222, fax (703) 836-8015.

2.22. tax (103) 836-8013.

1-2: Children. "Games Children Play," conference, Hofstra University, Hempstead, N.Y. Contact: Hofstra Cultural Center, (516) 463-5669.

1-2: Research. "Biomedical Issues and Opportunities: Investing in the Puture," conference. National Council of University

Opportunities: Investing in the Puture, "
conference, National Council of University Research Administrators, Hyatt Regency Hotel, Cambridge, Mass. Contact;
NCURA, Suite 220, One Dupont Circle,
Washington 20036; (202) 466-3894.

1-3: Health. "Medicine and its Stories,"
conference, Society for Health and Huther Towns Els. Contact High-

man Values, Tampa, Fla. Contact: Richard M. Ratzan. 17 Concord Street, West Hartford, Conn. 06119.

1-3: International Issues. "North American Pan African Conference," Pan African Movement, U.S.A., Savannah, Ga. Contact. J. A. Johannay (2012) 356-3209

Movement, U. S.A., Sayannah, Ga. Contact: Ja A. Jahannes, (912) 356-2208.

1-3: Aging, "Conscious Aging: a Creative and Spiritual Journey," conference, Omega Institute for Holistic Studies, Ramada Hotel at Madison Square Garden, New York. Contact: Omega Institute, (914) 338-6030.

1-3: Teaching. Workshops on teaching writing and thinking, Bard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith, (914) 758-7484.

Smith, (914) 758-7484.

2-3: Philosophy, "Consequentialism," conference, University of Rochester, Rochester, N.Y. Contact: David Braun, Philosophy Department, University of Rochester, Rochester, N.Y. 14627.

2-3: Social history. "The Social Construction of Democracy, 1890-1990," conference. Carnegie Mellon University and University of Pittsburgh, Pittsburgh, Contact: (412) 268-3580 or (412) 268-2900.

3-4: Admissions. College fair, National As-

8-4: Admissions. College fair, National Association of College Admission Counselors, Pontiac Silverdome, Pontiac, Mich. Cuntact: NACAC, (703) 836-2222, fax (703)

836-8015. 3-4: Artificial Intelligence. Conference Midwest Artificial Intelligence and Cos-nitive Science Society, Utica, III. Con-tact: Marie Malinauskas, Continuing Education, Southern Illinois University, Carbondale, Ill. 62901-6705.

3-5: Distance learning. "Distance Learning: Putting the Nuts and Bolts to Work, ing: Putting the Nuts and Bolts to Work, annual conference on learning by satellite, Oklahoma State University, Sheraton Park Central Hotel and Towers, Dallus. Contact: Julia Starr, (405) 744-5647.

3-5: Fund raising. "Seize the Opportunity," sominar, Institute for Charitable Giving, Dallus Marriott Quorum Hotel, Dallus. Contact: 1CG, (312) 222-9757, fax (312) 222-9411.

(312) 222-9411.

8-8: Computers. "CUMRRC '92: Discove New Worlds With Technology," annua meeting. College and University Computer Users Conference, Hotel Inter-Conference, nental, Miami. Contact: Albert LeDuc, (305) 237-2208.

8: Freehmen-year experience. "Focus on the First Year—a Good Start for a Good Finish," international conference on the Finish," international conference on the first-year experience, University of Victoria and University of South Carolina, Victoria, British Columbia. Contact: James F. Griffith, (604) 721-8022, fax (604) 721-8757.

4-5: Fund raising, "Alumni Programs in Capital Campaigns," workshop, Council for Advancement and Support of Education. Might Program of Hotel. Pittsburgh.

tor Advancement and Support of Educa-tion, Hyatt Regency Hotel, Pittsburgh. Contact: CASE, (202) 128-5900. 4-5: Fund ratising. "Strategic Fund Raising: How to Involve Your Board, Advocates,

now to invoive Your Board, Advocates, and Staff in Fund Development." seminar: David G. Bauer Associates, Omni Park Central Hotel, New York. Contact: DGBA, (800) 836-0732.

4-8: Computers. Annual symposium on the theory of computing. Association for Computing Machinery, Victoria, British Columbia. Contact: Mike Pellows, (604) 721-7299.

puting for the Social Sciences," conference, University of Michigan, Ann Arbor, Mich. Contact: (313) 764-5304, fax (313) 764-1557.

5-7: Personnel. "College-Teacher Interview." workshop, sat Gallup, Lincoln, Neb, Contact: Cheryl T. Beamer, (800)

Neb. Contact: Cheryl T. Beamer, (1909) 288-8592.

8: Legal Issues. "Legal Issues for Principals and Other School Leaders." conference, Lehigh University, Bethlehem, Pa. Contact: Perry A. Zirkel or Mary Ellen Lelser, College of Education, Lehigh University, 111 Research Drive, Bethlehem, Pa. 18015; (215) 758-3241. **B: Vocational aducation. "The Role of Vocational Education in Restructured Schools," teleconference, National Content of Parameter In Vocational Education

ter for Research in Vocational Education ter for Research in Vocational Education.
Contact: Susan L. Faulkner, NCRVE, 231
Lane Hall, Virginia Polytechnic Institute
and State University, Blacksburg, Va.
24061-0254; (703) 231-8721.
8-7: Admissions. College fair, National Association of College Admission Counselors, Edison, N.J. Contact: NACAC, Sulte
430. Alexandria, Va. 22314; (703) 8362222, fax (703) 836-8015.

6-8: Adult students, "Admitting and Coun-seling Adult Students," national sympo-slum, College Board, Omni Georgetown Hotel, Washington, Contact: Elena K. Morris, Conference Director, Office of Adult Learning Services, College Roard, 45 Columbus Avenue, New York 10023; (212) 713-8101.

May

8 M T W T F S

3 4 5 6 7 8 9

10 11 12 13 14 15 16

17 18 19 20 21 22 23 24.25 26 27 28 29 30

1992

7-8: Community Colleges, Regional sensi-nar, Association of Community College Trustees, Columbus, Ohio. Contact: ACCT, 1740 N Street, N.W., Washington 20036; (202) 775-4667.

Profits?" annual meeting, Council of Bi-ology Editors, Pittsburgh, Contact: Cin-

7: Fund raising. "How to Develop a Successful Planned-Giving Program." seminar, Nova University, Fort Lauderdale. Fla. Contact: Nova University, Office of Continuing Education, 201 Mailman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314.
7-8: Business officers. "Endowment Management," workshop, National Association of College and University Business Officers. Orange County, Cal. Contact: Officers, Orange County, Cal. Contact:

NACUBO, Professional Development De-partment, Suite 300, One Dupont Circle, Washington 20036; (202) 861-2520. R 7-8: Environment. "China's Environment: Meeting Local and Glubol Challenges," conference, Portland State University, Portland, Orc. Contact: Mel Gurtov, (503) 725-3455, or Susun Brick, (503) 725-4567.

20036; (202) 775-4667.
7-9: Computer ethics. "Ethics, Public Policy, and Computer Technologies and Use," meeting, Computer Ethics Society, Brookings Institution, Washington. Contact: Patrick F. Sullivan, 8624 Melwood Road, Bethesda, Md. 20817.
7-9: Ethics and social work. "Ethical Issues in Social-Work Practice," conference, Rochester Institute of Technology, Rochester, N.Y. Contact: Wade L. Robison,

ester, N.Y. Contact: Wade L. Robison College of Liberal Arts. Rochester Inst tute of Technology, One Lomb Memorial Drive, Rochester, N.Y. 14623-0887. 9 9-12: Biology. "Science: Who Pays? Who

dy Clark, (312) 616-0800.

9-12: Multiculturallem. "Preparins for Pluralism: Meeting the Challenges of an Inclusive Society," conference, Multicultural Institute of the International

necticut Avenue, N.W., Washington 2000x; (202) 483-0700, fax (202) 482-5233. 9-13: Intercultural programs. Annual con-gress, International Society for Intercultural Education Training and Research. Montego Bay, Jamaica. Contact: 51ETAR, 733 15th Street, N.W., Washington 20005; (202) 737-5000.

Mother's Day

10-12: Information systems. "Campuswid Information Systems: Leadership Roles for Libraries," conference, International Business Machines Corporation, Marri-ott Hilton Head Hotel, Hilton Head, S.C. Contact: James Corey, (904) 392-9020, or Peggy Federhart, (303) 924-9528.

10-13: Community education. "Learning to Build Communities: Adult Education for Health Communities," conference, Si-mon Fraser University, Whistler, British Columbia, Contact: Christine Schlattner, Simon Fraser University at Harbour Cen-tre, 515 West Hastings Street, Vancou-ver, British Columbia V6B 5K3; (604) 291-5086.

**Structures, New Project Models, and New Funding Sources for Economic Development," conference, Pennsylvania State University, Pittsburgh, Contact; (412) 565-7018.

Continued on Following Page :-1

CONFERENCES, WORKSHOPS

MANAGEMENT SEMINARS

June 1992

15

NCHEMS

Saratoga Springs, New York

NCHEMS

16 Friday

Wednesday Thursday Monday Tuesday Linking Planning with Budgeling Robert Lisensky, President, NCHEMS Strategic Planning in the Higher Education Setting MiS for Strategic Planning and Decisionmaking Robert Shirley, President. Dennis Jones, President, Dennis Jones, President, NCHEMS University of Southern Colorado NCHEMS sponding to "Student Right Developing a Student-Trackinį Database Successful Retention to Know's Issues and Cheryi Lovali, Staff Peter Ewell, Senior Associate, ter Ewell, Senior Associate,

NCHEMS

These seminars, and others, can also be done on your campus.

\$200

For more information, call or write:

Arlene Barr NCHEMS Management Services, Inc. P.O. Drawer P

Boulder, CO 80301-9752 (303) 497-0345 or 497-0365 FAX: (303) 497-0338



The Ramada Renaissance Hotel in Saratoga Springs, New York, will host our seminars. Please call Debbie Gifford at James Travel Points to make your reservations. (800) 284-0292

VALUES-BASED TOTAL QUALITY MANAGEMENT HIGHER EDUCATION

The International Values Institute of Marian College, a leader in quality education and training, is hosting two workshops on approaches to instituting and sustaining Values-Based Total Quality Management in colleges and universities. The conferences will be held in Wilmington, Delaware and West Point, New York, and will feature speakers from Xerox Corp. and Allied Signal, Inc.

These Workshops Will Present Methods To:

Define TQM for Higher Education

Employ Systems for Defining Mission Values and Measuring Quality

• Link Quality Values with Curriculum, Student Goals and Customer Satisfaction

WILMINGTON: MAY 18 & 19, 1992

WEST POINT: MAY 20 & 21, 1992

For Registration Information, Please Contact



The International Values Institute • Marian College 45 S. National Avenue • Fond du Lac, WI • 54935 Phone (414) 923-8140 • FAX (414) 921-8228

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

Call for Proposals

III NETWORK

Building Community Within a Changing Academy

17th Annual Conference

Professional and Organizational Development Network in Higher Education

October 22-25, 1992 Saddlebrook Resort Wesley Chapel, Florida

The POD Network is committed to improving higher education through faculty, instructional, and organizational development. The conference theme, "Building Community Within a Changing Academy," invites us to re-examine and exchange views on the many aspects of change within our academic institutions and professional situations. In so doing, we will also focus upon building a sense of community, which is an essential factor for the incorporation of meaningful and substantive change. Proposals are particularly invited on the topics of assessment, change, community, diversity and multiculturalism, evaluation, effective practice, research and teaching as a changing paradigm.

To obtain information about proposal submissions, please

Dr. Kay U. Herr Program Chair, POD Conference Office of Instructional Services Colorado State University Fort Collins, CO 80523 Voice: (303) 491-1325 Fax: (303) 491-6989 Email: kayherr@admin@instrsv.colostate.edu

Proposal Deadline: May 15, 1992



Celebrate the Century in Washington,

American Psychological Association 100th Annual Convention Washington, DC August 14-18, 1992

For Information on:

- Convention Registration Job Placement Service
- Continuing Education Workshops
- _Academic/Scientific Seminars Clip this ad and send it to: American

Psychological Association, Marketing Dept., 750 First Street NB, Washington, DC 1242, or call (202) 336-5570 (no collect calls, please).

		_
*		_
N	am	0
		_

Address

Zlp

LB.

UK

University of Kentucky

3rd National Conference on

University Downtown Centers

September 25-26, 1992 Lexington, Kentucky

CALL FOR PAPERS

ndividuals are invited to submit proposals on the following topics: the downtown potential, the downtown mission, marketing concepts, feasibility studies, institutional politics and relationships, support services, faculty issues, space issues, partnerships and cooperative elationships, the learning environment, financial issues/structures, use of technology, defining your clientele, innovative programming, or creative solutions to recurring problems.

Proposals should be no more than two double-spaced pages, and are due by May 30, 1992. For more information, call 606-257-1525.

> Mail to: Downtown Center Conference University of Kentucky 204 Frazee Hall, Lexington, KY 40506-0031.

> > An Equal Opportunity University



University of Kentucky

a national conference on

International

Programs in Continuing Education

November 6-7, 1992 Lexington, Kentucky CALL FOR PAPERS

Academic administrators and continuing educators are invited to submit proposals on the following conference topics: financial considerations when dealing with other currencies, funding programs, consortial agreements, site selection, liability issues, agreement with overseas institutions, security, how to start a program, financial aid, orientation for students, faculty, participants, cross-cultural considerations, on-site administration of programs, marketing, compensation for faculty and/or administrators, contracts/letters of agreement.

Proposals should be no more than two double-spaced pages and are due by May 30, 1992. For more information call 606-257-1525.

Mail paper proposals to: Conference Office University of Kentucky 204 Frazee Hall Lexington, KY 40506-0031 An Equal Opportunity University

1992-93 Higher Education Resource Services (HERS) Fifteenth Annual

MANAGEMENT INSTITUTE FOR WOMEN IN HIGHER EDUCATION ADMINISTRATION

at Wellesley College An integrated series of five seminars offering women administrators and faculty professional management training

Dates: Oct. 15-17; Nov. 20-21; Jan. 22-23; Mar. 18-20; Apr. 23-24 Fee: \$1800 plus \$50 nonrefundable application fee (includes tuition, materials, and meals)

Program: Planning and Fiscal Management; Managing in Organizations; Professional Development

Por more information contact: Susan Knowles, Management Institute, Wellesley College, Wellesley, Massachusetts 02181 • 617-283-2529

Coming Events

| tent | Browning Library | Baylor University | Baylor | University | Baylor | University | Society |

ARGOFSU.

10-13: Interdisciplinary propose.

conference on non-traditional st
disciplinary programs, George
University, Visinia Beach (c)

University, Virginia Beach (c)

(703) 993-2020.

11: Disabilities. "Meeting the CLE symbol (n) marks items that have Providing a Barrier-Free Engineers at appeared in previous issues of conference. University of Mica, he chronicle.

Regency-Miami Hotel, Miami (c)
University of Miami School of Conference in Studies, Office of Con

13-15: Faculty development. Crisis mates for Learning, workshop, its of Independent Colleges, Rakis, its

College Board, Omnil Ambanus Basearch and Awards Branch, Fogarty Hotel, Chicago, Contect Bust Bernational Center, National Institutes ris, Conference Director, Officed Bust Bernational Center, National Part National Institutes ris, Conference Observer, Vot 1881 in 18 Remembles, Applications from university and college teachers and from in13-12: Student restrictment, "Sab is sensentles, Applications from university and college teachers and from in13-12: Student restrictment, "Sab is sensentles, Contact: National Endowworkshop, Council for Advancament sensent in the committee, Room 116, 1100
Support of Education, Torosta College Student of the Humanities, Room 116, 1100
Support of Education, Torosta College Student Advancement and Support Based for the Humanities, Room 116, 1100
Support of Education, Torosta College Student Agent Student Advancement and Support Based Student Advancement and Support Based Student Agent Student Advancement and Support Based Student Agent Student Agent Student Agent Student Student Agent Student Student Agent Student Agent Student Agent Student Agent Student Student Agent Student Agent Student Agent Student Studen

shop, Councit of New Office of Contact: CASE. (202) 328-3901.

13-15: Management. "Pacifity Lived Shop, OR/Ed Laboratories, shop, OR/Ed Laboratories

for publication of texts in the humanities or for translation into English of Impor-tant works. Contact: National Endowment for the Humanities, Room 318, 1100 Pennsylvania Avenue, N.W., Washing ton 20506; (202) 786-0207.

INSTITUTES, WORKSHOPS

May 1: Southeast Asis. Applications from faculty members and students for possi-ble participation in a delegation to Viet-nam, Cambodia, and Luos, during Au-gust. Contact: U. S.-Indochina Reconcil-iation Project, Suite 1801, 220 West 42nd Street, New York 10036; (212) 764-3925.

May 15: Business law. Papers for possible presentation at the annual conference of the Academy of Legal Studies in Business (formerly the American Business Law Association), to be held in August in Charleston, S.C. Contact: Daniel J. Herron, School of Business, Western Carolina University, Cullowhee, N.C. 28723; (704) 586-1423, fax (704) 227-7414.

May 15: Curriculum. Proposals on the

(704) 586-1423, fax (704) 227-7414.

May 18: Curriculum. Proposals on the theme "Passing the Torch: the Core Curriculum in World Context—Broadening Boundaries, Building Bridges, Banking on the Basics," for possible presentations at the annual conference of the American Association for the Advancement of Core Curriculum, to be held in October in Atlanta. Contact: AAACC. Box 287 2075 South University Boulevard. 287, 2075 South University Boulevard,

May 15: Families. Proposals on the theme "Co-Dependency and the Dysfunctional "Co-Dependency and the Dystunctional Family: Let the Healing Begin," for nossible presentations at a conference, to be held in October in Chicago. Contact: Kim R. Falk, Office of Continuing Education Extension and Summer Session, University of Wisconsin-Stout, Menomonie, Wis. 54751; (715) 232-2693, (800) 45-

1992		May			1992	
8	M	T	₩	T	F	8
_					1	2
3	4	5	6	7	8	9
		12				16
		19				
24	25	26	27	28	29	30
24						

May 18: Interdisciplinary studies. Proposals on the theme "Voices of Harmony/ Voices of Dissonance," for possible presentations at the annual conference of the Association for Integrative Studies, to be held in November in Pomona, Cal. Contact: James C. Manley, Director, Interdisciplinary General Education Program, California State Polytechnic University, 1901 Med. Temple Boulevard, Pomona, 2001 Med. Temple Boulevard, Pomona. 3801 West Temple Boulevard, Pomon Cal. 91768; (714) 869-3347.

Cal. 91768; (714) 869-3347.

May 16: Literature. Manuscripts on the theme "Marxist Criticism After Perestrolka" for possible publication in Lit: Literature, Interpretation Theory. Contact: Lee Jacobus and Regina Barreca. Department of English, U-25, University of Connecticut, Storrs, Conn. 06268.

May 15: Minorities. Proposals on the theme "Barriers Beyond the Classroom: Enhancing Minority Attainment," for possible presentations at a conference, to be held in September in Kokomo, Ind. Contact: Donald Lane, Director, Division of Continuing Studies, Indiana University

act: Donaid Lane, Director, Division of Continuing Studies, Indiana University at Kokomo, 2300 South Washington Street, P.O. Box 9003, Kokomo, Ind. 46904-9003; (317) 455-9404.

May 18: Technology and education. Proposals for possible presentations at an international conference on technology and education, to be held in March in Cambridge 19 (1997). education, to be neto in March in Calif-bridge, Mass. Contact: Jamie Alexander, Radio Shack Education Division, 1600 Tandy Center, Fort Worth 76102; (817) 390-3053, fax (817) 390-3933.

May 18: Academic affairs. Proposals on the theme "The Academy and Community: Implementing the Commitment," for possible presentations at the annual conference of the Williams Midwest-Central Region Academic Affairs Administrators, to be held in October in Ann Arbor, Marchael Larry D. Burnam, Asso-

tors, to be held in October in Ann Arbor, Mich. Contact: Jerry D. Burnam, Associate Dean, College of Applied Life Studies, University of Illinois, 1206 South Fourth Street, Champaign, Ill. 61820; (217) 333-2131, fax (217) 333-0404.

May 28: Higher education, Manuscripts for possible publication in Issues & Inquiry in College Learning and Teaching. Contact: Sally Knight, Managing Editor, PCIE Offices, Eastern Michigan University, Ypsilanti, Mich. 48197.

May 29: American studies. Proposals on

Ypsilanti, Mich. 48197.

May 29: American studies. Proposals on the thome "The New Abundance: the Astricultural Revolution and the Shrinkins World of the 19th Century." for possible presentations at a symposium, to be held in October in Burlington, Ky. Contact: Dinsmore Homestead Foundation, P.O.

Box 453, Burlington, Ky. 41005; (606) 586-6127.

lay 30: Equal opportunity. Proposals for possible presentations at the annual con-ference of the National Council of Educational Opportunity Associations, to be held in September in Washington. Contact: Andrea Reeve, Director, Academic Enrichment Center, University of Wyoming, P.O. Box 308, Laramie, Wyo. 82071; (307) 766-3448.

May 30: Sociology. Abstracts of papers on the theme "Stability and Change in Strat-lification Systems," for possible presenta-tion of a conference of the International Sociological Association, to be held in August in Salt Lake City. Contact: Bam Dev Sharda, Professor of Sociology, 301 Social and Behavioral Science, University of Utah, Salt Lake City 84112; (801) 81-8029, fax (801) 585-3748.

Sti-8029, fax (801) 853-3748.

June 1: Distance education. Proposals on the theme "Global Trends in Distance Education," for possible presentations at a conference, to be held in September in Augusta, Me. Contact: Bob MacVane, Dean of Community and External Proposals of MacVane, Dean of Community and External Proposals of MacVane, Dean of Community and External Proposals of MacVane, Despite of Mains University grams, University of Maine, University Heights, Augusta, Me. 64330; (207) 622-

3170.

June 1: Phenomenology. Papers on the theme "Phenomenology of Life, the Cosmos, and the Human Condition," for possible presentation at an international conference, to be held in August in Scoul, South Korea. Contact: A-T. Tymleaiecka, World Phenomenology Institute, 348 Payson Road, Delmont, Mass. 02178; 46173-489, 3666.

348 Payson Road, Bermont, Mass. 02176, (617) 489-3696.

June 1: Geolinguistics. Abstracts of papers for possible presentation at an international conference on geolinguistics, to be held in October in New York. Contact: Jesse Levitt, 485 Brooklawn Avenue, Failed Conn. 06432

Fairfield, Conn. 06432.

June 1: Marxism Proposals on the theme
"Marxism in the New World Order: Crises and Possibilities," for possible presentations at a conference, to be held in November in Amherst, Mass. Conlact: Antonio Callari, Economics Department, Franklin and Marshall College, Lancus-ter, Pa. 17604; (717) 291-3947, fax (717)

ier, Pa. 17604; (717) 291-3997, tax (717)
399-4413.

Distance learning. Proposals for possible presentations at "Telelearning Conference '92: Creating Connections," to be held in October in Denver. Contact: Coast Telecourses, 11460 Warner Avenue, Fountait Valley, Cal. 92708-2597;

fax (714) 241-6286.

Human relations. Papers on the theme
"New Directions in Human Relations:
Making It Work," for possible presenta-Making II WORK. Tor possible the Minnesota fluman Relations Association, to be held in October in St. Cloud, Minn. Contact: Polly Kellogg. Human Relations Center, St. Cloud State University, St. Cloud.

Minn. 56301.

Non-profit organizations. Case studies to be published in Nonprofit Management Case Study Collection. Contact: Ken Kozlol, Curriculum and Publications Manager, institute for Nonprofit Organization Management, 4306 Geary Boulevard, Suite 201, San Francisco 94118-3004; (415) 750-5180.

Religious studies. Proposals for possible

3004; (415) 750-5180.

Religious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Association, to be held in October in Wilson, M.C. Contest Herman Thomas, De sociation, to be neid in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 28223: (704) 547-4598, or Jon Young, College of Arts and Sciences, Payetteville State University, Fayetteville, N.C. 28301-4298; (919) 486-1681.

MISCELLANY

May 1: Books. Books on literature, literary May 1: Books. Books on literature, literary studies, linguistics, languages, comparative literature, or the teaching of languages and literatures, published in 1991, for consideration for prizes. Contact: MLA Prizes, Modern Language Association of Americs. 10 Astor Place, New York 10003; (212) 614-6406.

May 1: Education. Nominations of school-business partnerships for Partnerships in Education Journal's National Parinership Awards. Contact: Parinerships in Education Journal, P.O. Box 210, Ellenton, Fla. 34222-0210; (813) 776-2335.

may 1: danadian receity members for consideration to be named 1992 Canadian Professor of the Year. Contact: Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Washington 20036-1261.

May 6: Athletos. Proposals to develop and administer an initial-eligibility clearing-house for member institutions of the association's Division 1 and Division 11. Contact: Daniel T. Dutcher, Director of Legislative Services, National Collegate Athletic Association, 6201 Collega Boulevard, Overland Park, Kan. 66211-4422; (913) 339-1096, fax (913) 339-4032.

May 15: information technology. Nominations of individuals for awards for achievement in managing information technology, given by American Management Systems Inc. and Cajmagie Mellon University, Contact: Jan Dodson, American Management Systems Inc., 1777 (2016) 1819-1819.

The Chronicle of Higher Education

ENTOR Corbin Gwaliney

NANAQINO EDITOR Malcolm G. Scully ASSOCIATE EDITOR Edward R Weidlein

SSOCIATE MANAGING EDITORS Cheryl M. Flelds (Point of View & Opinion).

NEWS EDITOR Robin Wilson SERIOR SOITORS Mary Crystal Cage (Students), Ellen K. Coughlin SERIOR SINTORS MARY Crystal Cage (Students), Ellen K. Cougnits (Scholarship, acting), Rose Engelland (Photography), Jean Evangelauf (Statistics), Catherine J. Hosley (Editorial Operations), Pouglas Lederman (Athletics), Ltz McMillen (Business & Philanthropy), Carolyn J. Mouney (Personal & Professional), Peter H. Stafford (Art Director), Edith U. Taylor (Cazette), Beverly T. Watkins (Information Technology) SPUOR WRITERS Lawrence Hiemiller, Robert L. Jacobson, Kim A. McDonald

ASSOCIATE SENIOR EDITOR Gail Lewin (Section 2) COPY EDITOR Brian Manning ASSETANT EDITORS Nins C. Ayoub, Debra E. Blum, Goldie Blumenstyk, Michele N-K Collison, Colleen Cordes, Thomas I. DeLoughty, Courtney Leatherman, Denise K. Mugner, Joye Mercer, Julie L. Nicklin, Frances H. Osholm, Jean Rosenblatt, Lura Thompson, William C. Micklin, Frances H. Osholm, Jean Rosenblatt, Lura Thompson, William C. Michele M. Michel M. Michele M. Michel M. Michele M. Michel M. Michele M. Michel M. Michele M. Michele M. Michele M. Michele M. Michele M. Michel M. Michele M. Michele M. Michele M. Michele M. Michele M. Michel M. Michele M. Michele M. Michele M. Michele M. Michele M. Michel M. Michele M. Michele M. Michele M. Michele M. Michele M. Michel M. Michele M.

ASSISTANT ART DIRECTOR Ellen Verdon EDITORIAL ABSISTANTS Stephen Burd, Michael R. Snyder, Esther S. Washington, Anne Millar Wiebe

ART ASSISTANT Carl T. Benson

STUDENT ASSISTANT Jack Goodman GORRESPONDENTS
U.S. Scott Holler, Zoë Ingalls, Knren J. Wiakler,
U.S. Scott Holler, Zoë Ingalls, Knren J. Wiakler,
U.S. Scott Holler, Zoë Ingalls, Knren J. Wiakler,
Katherine S. Mangan (Austin), Jack McCurdy (Los Angeles),
Stanley Sopiin (New York), Peter Monaghan (Seattle)
Oversens Cristina Bonasegna (Argentina), Geoffrey Musten (Austrolin),
Onnicia Hart (Brazil), David Walker (Britaia), Jennifer Lewington (Canada),
Tim Frasca (Chile), Nick Driver (Chine), Leslic Gaye Wirpsa (Colombta),
Turn Frasca (Chile), Nick Driver (Chine), Leslic Gaye Wirpsa (Colombta),
Burton Bollag, Dusko Doder (Eastern Europe), Patricia Brett (France),
Taryn Toro (Germany), Mergot Cohen (Iadonesia), John Walshe (Ireland),
Herbert M. Watzman (Israel), Nana Mizushima Regar (Japan),
Rhona Statland de López (Mexico), Justin Burke (Russiu), Lindo Vergnant
(South Africa), Jane Monahan (Spain)

ARROGATE PUBLISHERS William D. Criger, Joyce Hackley Giusto,

SUBSCRIPTION MANAGER Ericks J. Fredericks CINCULATION ASSOCIATE Susan Lethers CINCULATION ASSISTANT Megan Flood

COMPTROLLER Thomas M. Beauchamp
DIRECTOR OF FINANCIAL SERVICES Angels Petrillo
ACCOUNTING ASSOCIATE Anne St. Vil
ACCOUNTING ASSISTANTS Debble Aurigemma, Bonnie Goskina
ACCOUNTS RECEIVABLE ASSOCIATE Marie Engel Earnhart
ASSISTANTS Johanna Cross, Samuel Extended

NATIONAL MARIGETING DIRECTOR Bruce G. Wilson, Jr. (New York)
REGIONAL SALES MANAGERS Meg M. Connolly (Minneapolis),
James G. Eillott and Layne Middleton (Los Angeles and San Francisco)
Patricia Valdes (New York)
DIRECTOR OF PROMOTION Jensette Puranen
DIRECTOR OF PRODUCTION Betsy Barefoot
PRODUCTION MANAGER Eugenia N. Hill
SALES ASSISTANT IISperanza Paredes (New York)
STUDENT ASSISTANT Mia W. Michaux

BULLETIN BOARD DIRECTOR OF OPERATIONS LAURA S. HOITIS
DIRECTOR OF PRODUCTION Kathlene Collins
CUSTOMER SERVICE COORDWATOR AND Driscoll
SALES COORDWATOR Barton W. Hosley
SENIOR PRODUCTION ASSOCIATES Mary S. Altison, Gwen M. Lappley,
Ellen Treger Wilson
PRODUCTION ASSOCIATES Joseph Pagels, Barbaru Papendorp, Rosha Peavy
ADVERTIBING ASSISTANTS Shazia Amile, Crystal Dunn, Michelle Lefforts,
Jennifer Leftler, Jennifer Liston, Beth Swasta

OFFICE MANAGER Lisa A. Birchard
ASSISTANT OFFICE MANAGER Angels B. Puryear
OFFICE ASSOCIATES Sarah Barton, Pamela Pooison
ASSISTANTS Michael Busby, Mario Perlito, Kim Sechrest Guillén,

PRODUCTION AND COMPUTER DIRECTOR Gerard A. Lindgren MANAGERS Cynthia J. Kennedy, Steve Smith COMPUTER SYSTEMS MANAGER Timothy A. Steele PRODUCTION ASSOCIATES Pamela Barton; Brenda Hulme, Carol E. King, Pegcen McClathery, David N. Miller, Charles E. Short, E. Day Wilkes

CHRONICLE TYPE & DESIGN
PRODUCTION COORDINATOR Holly C. Horner
ART ASSOCIATES Shorrie Good, Jojo Gragasin, Jasmine S. Stewart
ADMINISTRATIVE ASSISTANT Lynn P. Galkoski

BUSINESS OFFICES 1255 Twenty-Third Street, N.W., EDITORIAL AND BUSINESS OFFICES 1255 TWesty-Intro Suret, N. 17-1.
Washington, D.C. 20037, (202) 466-1009
SUSSCRIPTION AND CHANGE OF ADDRESS Post Office Box 1955, Marion, Chio 41305, (800) 347-6969
CLASSIFIED ADVERTISING (202) 466-1050
DISPLAY ADVERTISING SALES OFFICES
New York (212) 137-8800
Washington (202) 456-1080
Misnespolts (612) 926-5222
Las Autology (213) 746-8800

Los Angeles (213) 746-8800 Sen Francisco (415) 550-7878

· "我们就是我们的。"

The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the The Chronicle of Higher Education (ISSN 0009-5982) is published weekly except the third week in August and the last two weeks in December at 1235 Twenty-Third Street, N.W., Washington, D.C. 20037, Subscription rate: \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education, inc. Member, Audit Bureau of Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.

